RECOMMENDATION
ORDER OF APPROVAL
APPEAL MEMO

NR

SINGER MANUFACTURING - SOUTH BEND, INDIANA

UNION DATA

UER MWA 3'
CIO
917
SOUTH BEND, IND.

22

LOCAL WAS ORGANIZED IN DECEMBER 1936.

WOMEN HAVE BEEN MEMBERS SINCE ORGANIZATION - (ABOUT 10 or 20 OF THESE WOMEN ARE STILL AT PLANT)

PLANTS ORGANIZED BY LOCAL

	PLANT EMP M	PLANT EMP W	UNION EMP M	UNION EMP W
SINGER MFG CO	475	25	330	20
	* 1.5 ✓			6'
	500 T		350 T	

	M	W
INITIATION	$2	$2
DUES	$1	$1

FINES - $25 FINE IF MEMBER SEEKS EMPLOYMENT IN ANOTHER CIO PLANT AFTER QUITTING AND ALLOWING DUES TO LAPSE - THIS PROVISION HAS NOT BEEN ENFORCED * 2.

COMMITTEES
UNION HAS NO DEFINITE COMMITTEES. THE EXECUTIVE BOARD SERVES WHEN NECESSARY.

OTHER COMMITTEES ON WHICH WOMEN MIGHT SERVE
INAPPROPRIATE

OFFICES HELD BY WOMEN
NONE

POOR
ATTENDANCE AT MEETINGS
W. VERY SELDOM ATTEND

UNION ATTITUDE TOWARD W
THE ATTITUDE OF THE PRESIDENT AND THE FINANCIAL SECY. WAS VERY GOOD - BUT THEY PUT THEMSELVES FIRST AND W. TAKE THE LEAVINGS (IF THERE ARE ANY)

UNION ATTITUDE TOWARD EQUAL PAY
PRES. AND FIN. SECY. BELIEVE IN EQUAL PAY, BUT FIN. SECY. SAID THAT IN GOING BEFORE WLB UNION FELT IT COULD NOT ASK FOR TOO MUCH AT ONE TIME.
PRES. SAID IT COST W. MORE THAN MEN. (SAID HIS WIFE SPENDS MORE IN A BEAUTY SHOP THAN HE DOES IN A BARBER SHOP) * 4.

PLANT-UNION

2

PRODUCT
AIRPLANE SUB ASSEMBLIES
DROPPABLE FUEL TANKS
CASES FOR INDUSTRIAL AND FIELD SEWING MACHINES

NO. OF EMPLOYEES M	W
475	25

NO. OF UNION MEMBERS IN PLANT M	W
330	20

UNION HAS BEEN RECOGNIZED SINCE 1942.

WOMEN HAVE BEEN MEMBERS SINCE 1936

PAYMENT OF DUES
BY STEWARD

WOMEN WERE ✓ EMPLOYED IN NORMAL TIMES (NOT MANY THO)

SHOP STEWARD	20 MEN	0 WOMEN NONE
GRIEVANCE COMMITTEE	5 MEN	0 WOMEN
BARGAINING COMMITTEE	5 MEN	0 WOMEN

LABOR MANAGEMENT COMMITTEE IS NOT FUNCTIONING - CO. DOESN'T COOPERATE - LAID OFF UNION MEMBERS OF THE COMMITTEE.

UNION PROGRAM IN PLANT AFFECTING WOMEN

NO PROGRAM IN PLANT AFFECTING EITHER MEN OR WOMEN

CONTRACT

CONTRACT EXPIRES SEPTEMBER 10 1944

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN.
MEN - 60¢ WOMEN - 53¢

THERE IS NO AUTOMATIC PROGRESSION POLICY

CONTRACT DOES NOT PROVIDE FOR EQUAL PAY

P P ✓
TYPE OF SENIORITY:
PLANT WIDE
DEPARTMENTAL

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS ✓

EMPLOYEE TERM USED IN CONTRACT

REST PERIODS
CONTRACT DOES NOT PROVIDE REST PERIODS FOR MEN AND WOMEN

LUNCH PERIODS
CONTRACT DOES NOT PROVIDE LUNCH PERIODS FOR MEN AND WOMEN

X
LEAVE OF ABSENCE
CONTRACT PROVIDES LEAVE OF ABSENCE
1 YEAR IS MAXIMUM LENGTH FOR UNION ACTIVITY
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM IS NOT STATED.
Not

PLANT PRACTICES

JOB AND RATE SHEET
JOBS AND RATES ARE CLASSIFIED BY SEX B
RATES ARE DIFFERENT ON JOBS EMPLOYING BOTH MEN AND WOMEN XX
MAJORITY OF WOMEN ARE ON PIECE WORK B

WORK COMPARABILITY
SO FAR UNION HAS DONE NOTHING ABOUT THIS - AT DIFFERENT INTERVALS W. DO MEN'S WORK BUT THEY RECEIVE THE WOMEN'S RATE X
NO FORMAL JOB EVALUATION PLAN IS USED IN DETERMINING COMPARABILITY NR

OPINIONS AS TO WHETHER W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN
A WOMAN UNION MEMBER SAID ALL OF THE WOMEN ARE IN THE LOW PAID JOBS. X*
THIS IS NOT DUE TO SUITABILITY OF JOB - BUT UP TO THE PRESENT THE PLANT COULD SECURE W. AT 53¢. MAJORITY OF W. ARE MATURE AND LIVE IN VICINITY OF PLANT
* CO. policy

A WOMAN UNION MEMBER SAID THAT W. ARE SUPPOSED TO HAVE SAME SENIORITY AS MEN BUT THAT IT DOESN'T ALWAYS WORK OUT THAT WAY

NUMBER OF SHIFTS - 1 NR.

PLANT DOES NOT ALLOW FORMAL REST PERIODS

30 MINUTE LUNCH PERIOD FOR MEN AND WOMEN - THIS IS NOT PAID FOR.

NO PREGNANCY POLICY

NO CASE SO FAR - CO. EMPLOYS MOSTLY ELDERLY WOMEN -

WLB CASE

SINGER MFG CO - UER & MWA - 917

REGIONAL NO - 6

DECISION ON DEC. 16, 1943

VOLUNTARY

AFTER SEVERAL MONTHS OF NEGOTIATION CO. AND UNION AGREED TO REQUEST FOR INCREASES IN HOURLY RATES FOR 206 EMPLOYEES COMPRISING COMMON LABOR - TOOL AND MILLWRIGHT DEPT. HEAT LIGHT AND POWER DEPT. SWING AND RIP SAW OPERATORS - AT TIME OF APPEAL ONLY 150 WERE INVOLVED. EMPLOYEES QUIT OR LAID-OFF
2 GOVERNMENT ORDERS HAVING BEEN CANCELLED

BACKGROUND OF CASE
HOURLY RATES ON CERTAIN JOBS WERE MUCH LOWER THAN RATES PAID BY BENDIX AND STUDEBAKER - SINGER LOST OVER 200 WORKERS BECAUSE OF THE LOWER RATES - CO. FINALLY AGREED TO A JOINT REQUEST FOR INCREASED RATES
* 3.

ISSUES
INCREASES IN HOURLY RATES FOR CERTAIN JOBS
DID NOT AFFECT WOMEN

RULING
INCREASE RANGE FROM 5 TO 16¢ PER HOUR FOR THE JOBS LISTED - RETROACTIVE TO SEPT. 16. 1943

EQUAL PAY WAS NOT ORDERED

WLB RULING IS IN EFFECT
2/12/44

WOMEN WERE NOT INVOLVED - NEITHER WERE MANY MEN WHOSE JOBS DID NOT COME UNDER THE REQUEST FOR THE INCREASED RATES

K

This Company is very difficult. Union must fight every inch of the way, and the women have been neglected. Union has had women stewards, but the Company has laid them off along with men stewards. The union really helped the Company in presenting the case to the WLB. Company could not secure skilled men because of the low rates. A letter from the U. S. Employment Service in South Bend (head of which is a woman) stated that they cannot furnish the Singer Co. with mechanics at their low rates. This letter was presented at the appeal hearing by the President of the Union; he thought the letter was very helpful.

3.

In 1942 prior to receiving government orders, the Company laid off 75% of their force. Mrs. Wituski (a union member) was off 8 months. During that time the members paid only 5¢ monthly for dues.

2.

Two orders have been cancelled by the government causing a lay-off. At present the plant is retooling for a new government job. When they go into production, new wage rates will be negotiated. Expect about 300 women to be employed.

1.

Mr. Sagi, President, and Mr. Schwertman, Financial Secretary, both said the union would definitely ask for equal pay rates for the women. They expect it will become a dispute and present it to the W.L.B.

4.

CONTRACT
~~DIRECTIVE~~ ORDER
RECOMMENDATION
MEMORANDUM

THE TORRINGTON COMPANY - BANTAM BEARINGS DIVISION - SOUTH BEND, IND.

23

UNION DATA

UAWA 2.
CIO
LOCAL 590
SOUTH BEND, INDIANA

22

LOCAL HAS BEEN ORGANIZED SINCE 1938

WOMEN HAVE BEEN MEMBERS SINCE 1938

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION EMP. M	UNION EMP. W
TORRINGTON COMPANY	466	234	395	197
		33%		33⅓

T 700 33.3 T 592

	M	W
INITIATION	$2	$2
DUES	$1	$1

FINES - $1 FOR NOT ATTENDING NOMINATION OF OFFICERS MEETING Special Meeting
$1 FOR NOT ATTENDING ELECTION OF OFFICERS

COMMITTEES
EDUCATIONAL - 1 WOMAN
SOCIAL - 2 WOMEN Ent

OTHER COMMITTEES ON WHICH WOMEN MIGHT SERVE
GOOD AND WELFARE COMM.

OFFICES
SERGEANT AT ARMS

ATTENDANCE IS NOT VERY GOOD
IF REAL ISSUE ARISES W. ATTEND BETTER THAN MEN F
*1.

UNION PROGRAM AND ATTITUDE TOWARD W.
NO PARTICULAR PROGRAM
ATTITUDE OF PRES. WAS GOOD BUT NOT ENTHUSIASTIC ABOUT THE INTEREST OF W. HE SAID MEN ACCEPTED W. BECAUSE OF THE WAR - FIN. SECY. WAS NOT KEEN ABOUT W. IN GENERAL - ALSO SAID LOCAL HAD SOME VERY FINE W. IF THEY WOULD ONLY COME TO MEETINGS *2.

UNION ATTITUDE TOWARD EQUAL PAY
PRES. BELIEVES IN EQUAL PAY IF W. TURN OUT QUANTITY AND QUALITY OF WORK OTHERWISE NO
FIN. SEC. SAID MEN REALIZE IF W. DO NOT RECEIVE SAME RATE FOR THE JOB THE W. WILL EVENTUALLY UNDERMINE THE MEN *3.

PLANT-UNION

PRODUCT
BEARINGS FOR AIRCRAFT
ANY TYPE OF BEARINGS

NO. OF EMP.	M	W
	466	234
NO. OF UNION EMP.	395	197

UNION HAS BEEN RECOGNIZED SINCE 1938
WOMEN HAVE BEEN MEMBERS SINCE 1938 - THERE WERE ABOUT 15-20 WOMEN IN PLANT IN 1938

PAYMENT OF DUES
STEWARD

A FEW WOMEN WERE EMPLOYED IN NORMAL TIMES ON PRODUCTION

SHOP STEWARD	12 MEN	1 WOMAN
GRIEVANCE COMM.	4 MEN	1 WOMAN
BARGAINING COMM.	4 MEN	1 WOMAN

THERE IS NO LABOR MANAGEMENT COMM.
THERE ARE NO OTHER UNION COMMITTEES IN PLANT
(1 MAN IS ON TRANSPORTATION COMM.)

UNION PROGRAM IN PLANT AFFECTING W.
NO PROGRAM IN PLANT

CONTRACT

CONTRACT EXPIRED SEPT. 18 1943 - CO. & UNION ARE NEGOTIATING A NEW CONTRACT AT PRESENT
KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN -
MEN - 62½¢ : WOMEN - 44¢

SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT HAS AN EQUAL PAY CLAUSE
(W. ON MEN'S JOBS RECEIVE SAME PAY AFTER 9 MONTHS EXPERIENCE PAGE 13 - SECTION 16)

CONTRACT DISCRIMINATES AGAINST WOMEN ON BEGINNING RATES AND BY MALE AND FEMALE RATES ON INSPECTION AND IN QUILL ROOM

SENIORITY
TYPES: PW D
PLANT-WIDE
DEPARTMENTAL

WOMEN'S SENIORITY IS NOT LIMITED BY CONTRACT * W.

REST PERIOD
NO CONTRACT PROVISION

LUNCH PERIOD
NO CONTRACT PROVISION

LEAVE OF ABSENCE
CONTRACT PROVIDES FOR 30 DAYS WHICH MAY BE EXTENDED -
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM IS NOT STATED

PLANT PRACTICES

JOB AND RATE SHEET
WOMEN ARE ON TIME AND PIECE WORK (ABOUT HALF AND HALF) NR*
INSPECTION JOBS AND RATES ARE LISTED BY SEX - OTHERS ARE NOT T
RATES ARE NOT THE SAME ON JOBS EMPLOYING BOTH MEN AND WOMEN XX*
*W. do not do set up " " " grading no production

WORK COMPARABILITY
DETERMINED BY:
DECISION OF MANAGEMENT
BARGAINING
MANAGEMENT MAY DETERMINE COMPARABLE WORK - IF WORKERS ARE NOT SATISFIED M MAY GO TO GRIEVANCE
FORMAL JOB EVALUATION IS NOT USED XX*

WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN
PRES. SAID CO. INSISTED ON W. DOING A CERTAIN JOB REQUIRING THE USE OF PLYORS - 7 W. TRIED IT BUT WERE UNABLE TO CONTINUE -
FIN. SECY. SAID THAT OWING TO THE MEN LEAVING FOR THE SERVICE CO. HAS INSTRUCTORS FOR THE W.

A PW SENIORITY
WOMEN HAVE EQUAL SENIORITY WITH MEN
SHIFTS:
SOME DEPTS. HAVE 3
SOME DEPTS. HAVE 2 W NR
PLACEMENT ON SHIFTS DOES NOT DEPEND ON SENIORITY - SHIFTS ROTATE

REST PERIOD
PLANT DOES NOT ALLOW FORMAL REST PERIODS

LUNCH PERIOD
MEN AND WOMEN HAVE 15 MINUTE LUNCH PERIOD NOT PAID FOR -

PREGNANCY POLICY
LEAVE OF ABSENCE
NO RIGID RULE - SOME W. ARE ABLE TO WORK LONGER THAN OTHERS -
W. ON BARGAINING COMM. STATED THAT W. AT PRESENT HAS HAD LEAVE OF ABOUT 5-6 MONTHS

No policy

WLB CASE

TORRINGTON CO - BANTAM BEARING DIV. AND UAWA - 590 - CIO

REGIONAL NO. - 6

111 - 2806D

REGIONAL DECISION NOV. 17, 1943

DISPUTE CASE

WAS CONTRACT BROUGHT AT TIME OF NEGOTIATION OF CONTRACT?
NR

BACKGROUND OF CASE
SMOOTH NEGOTIATIONS WERE STOPPED APPROXIMATELY 7 MO. AFTER 1941 CONTRACT. WAS SIGNED WHEN CO. PUT AN ENTIRELY DIFFERENT INTERPRETATION ON PARTS OF THE CONTRACT THEN IN EFFECT. UNION AND CO. COULD NOT AGREE ON ISSUES -

ISSUES
TIME STUDY METHODS
PIECE WORK RATES FOR NEW WORK
PAYMENTS FOR EXPERIMENTAL WORK

WLB RULING
CONTINUE COLLECTIVE BARGAINING -
SUCH MATTERS AS PARTIES ARE UNABLE TO AGREE UPON SHALL BE MADE THE BASIS OF GRIEVANCE PROCEDURE

DID NOT ASK FOR EQUAL PAY

CO. AND UNION HAVE NEGOTIATED ON ISSUES AND DON'T AGREE. CONTRACT EXPIRED SEPT. 18 1943. NO NEW CONTRACT HAS BEEN SIGNED - CO. CLAIMS IT HAS NO CONTRACT WITH UNION. CONSEQUENTLY THE SAME ISSUES, AND CONTRACT ALSO UNION REQUEST FOR 75¢ BEGINNING RATE FOR MEN AND 65¢ FOR WOMEN WILL BE TAKEN TO WLB. CASE NOT CERTIFIED YET

NOBODY BENEFITTED FROM CASE - GOING BACK TO WLB

2/17/44

Miss Vera McKenzie, Bargaining Committee, stated that the men resented the women coming in doing men's work, but now they cooperate. She served as Steward for two years. Men wanted her for Bargaining Committee last year but she refused, however, they finally convinced her to run this year and she was elected. She is an inspector and carries heavy trays of rolls to be weighed in. Each tray weighs 15-20-29 pounds each. She claims she lifts and carries about 6 tons a day. No conveyor system in plant. She worked in plant five years and it is almost impossible to secure women to serve on committees she said. She also said that some of the women have gone to doctors and received certificates stating they are unable to work more than 8 hours a day, and 8 hours becomes their work day.

Miss Beryle Harmon, Steward, stated that the Company inaugurated a bonus system, based on extra production which is posted on bulletin boards. Union unable to question Company on production figures. Lead girls do not receive higher rates, but she was pretty sure the men leaders receive more. All lead girls belong to the Union.

Miss Louise Vleaminck, Sergeant-at-Arms, stated the men wanted her to run for office but she refused; however they elected her Sergeant-at-Arms, and she accepted it as a joke. She said women receive same rates if they qualify. Company has men teach women on machines. She tried to set up machines, but found it was too heavy work. Company has a minimum day rate of 56¢ an hour for women. She was making 72¢ an hour on piece work, then changed to another job and was reduced to 56¢, minimum day rate. Men are guaranteed day rate plus 15% bonus. She stated the girls fuss and fume among themselves, but will not go to a meeting and do something. Women have been working ten hours a day with eight hours on Saturday for over a year. A lot of Sunday work, too.

They all stated that they were too tired to attend union meetings.

This Company's wage rates are much lower than Studebaker, but the women interviewed stated they had seniority and when the war ceases, they would have a job whereas if they quit and go elsewhere and the war ends they would be out on a limb.

Mr. Hughes, President, was very cooperative. Agent received a copy of contract from him. He stated that the Company has one set up man for 12 machines, one woman runs two machines. They earn around $60 a week and pay $20 or more per week to the set up man; his earnings run well over $100 a week. This procedure has been negotiated and agreed upon. He stated they have had many grievances over men resenting the women replacing men on the jobs.

Mr. Jensen, Financial Secretary, stated that Mr. Hughes and himself will be out of office next month. They had tried to have the women run for office, but to no avail. Women are good paying union members. He stated women's day rate is lower than men's on same job, because women do not equal the production. The polishing job is the only one where the rates are the same now in his Department. He stated that one has to be employed there six months before he can qualify for any bonus. Then there is a group production bonus.

Generally speaking this is a lower paid plant and with all the bonus they all stated that their wages do not come up to Studebaker's.

(Contract - use of term "woman's work" on page 14, article viii :

".... her classification rate is 80% of male employee) Present jobs now considered woman's work will be covered by classification rates...")

CONTRACT

WLB MATERIAL

NR ✓

BENDIX AVIATION CORP. SOUTH BEND, INDIANA

BENDIX PRODUCTS

22 24

UNION DATA

UAWA 2

CIO

LOCAL 9

SOUTH BEND, IND.

22

LOCAL WAS ORGANIZED JULY 1933

WOMEN HAVE BEEN MEMBERS SINCE JULY 1933

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. T	PLANT EMP. W	UNION EMP. T	UNION EMP. W
BENDIX PRODUCTS DIVISION	8000	3000	8000	3000
BENDIX HOME APPLIANCES INC	356	225	356	225
	T 8356	3225	8356	3225
		37✓		39✓

✓ See Card #25

	M	W
INITIATION	$5	35
DUES	$1	$1
FINES	—	—

COMMITTEES:
EDUCATION
RECREATION
ELECTION – (Special comm.)

OTHER COMMITTEES ON WHICH WOMEN MIGHT SERVE – NONE

OFFICES:
NONE

ATTENDANCE IS POOR – ATTEND BETTER WHEN ISSUES OF UNUSUAL IMPORTANCE ARE TO BE DISCUSSED * 1.

UNION PROGRAM AND ATTITUDE TOWARD WOMEN

NO SEPARATE PROGRAM FOR WOMEN – EDUCATIONAL COMM. HAS ARRANGED SPECIAL MEETINGS FOR NEW MEMBERS. VICE PRES. AND 2 MEN MEMBERS EXPRESSED VERY FAIR ATTITUDE TOWARD W. HOWEVER THEY DID NOT QUESTION THE 2 SENIORITY LISTS AT BENDIX PRODUCTS (VICE PRES. SAID THEY HAD SECURED A SUPPLEMENTARY AGREEMENT AT THE HOME APPLIANCE PLANT PROVIDING FOR 1 SENIORITY LIST

UNION ATTITUDE TOWARD EQUAL PAY

VICE PRES. SAID UNION WANTED EQUAL PAY BUT CO. INSISTED ON LOWER RATES FOR WOMEN'S JOBS. HE SAID THEY HAD AGREED TO RESTRICTIONS ON WOMEN'S EMPLOYMENT BECAUSE THE CO. WANTED TO PUT THE WOMEN ON MEN'S JOBS AT LOWER RATES * 2.

PLANT - UNION

1 PRODUCT

AVIATION PRODUCTS – CARBURETORS, GUN TURRETS, GUN BARRELS

NO. OF EMPLOYEES – M 8000 W 3000

NO. OF UNION MEMBERS 8000 3000

UNION HAS BEEN RECOGNIZED SINCE JULY 1933

WOMEN HAVE BEEN MEMBERS SINCE 1933

PAYMENT OF DUES: STEWARD

WOMEN WERE ✓ EMPLOYED IN NORMAL TIMES

SHOP STEWARD * 3. 195 MEN 5-6 W.

GRIEVANCE OR BARGAINING COMM. 8 MEN 0 W.

LABOR MANAGEMENT – CO. REFUSES TO RECOGNIZE SINCE DISPUTE AROSE

THERE ARE NO OTHER UNION COMMITTEES IN PLANT

UNION PROGRAM IN PLANT AFFECTING W.

VICE PRES. STATED THERE WAS NO PROGRAM IN PLANT OTHER THAN THE REGULAR ACTIVITIES OF HANDLING GRIEVANCES – W. SHOP STEWARD ALSO REPORTED NONE –

CONTRACT

CONTRACT WILL BE IN EFFECT FOR THE DURATION OF THE WAR AND CONTINUING UNTIL EITHER PARTY DESIRES TO CHANGE

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR MEN AND WOMEN

MEN – 90¢ WOMEN – 80¢

THERE IS NO AUTOMATIC PROGRESSION POLICY

EQUAL PAY

CONTRACT DOES NOT PROVIDE FOR EQUAL PAY

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN – SEE STARTING RATES – FOLLOWING NEGOTIATIONS ORDERED BY WLB W. ARE PAID SAME RATES AS MEN EXCEPT FOR DEDUCTIONS OF 5¢ ON CERTAIN JOB CLASSIFICATIONS AND 10¢ ON OTHERS – W. SAID 5¢ DEDUCTION WAS FOR TIME LOST DURING REST PERIOD. 10¢ DEDUCTION ON JOBS WHERE EXTRA HELP IS GIVEN THE W. ON JOB –

CONTRACT PROVISIONS RESTRICTING WOMEN'S EMPLOYMENT TO CERTAIN FEMALE JOB CLASSIFICATIONS ARE ELIMINATED BY THE DECISION OF ARBITRATOR. VICE PRES. SAID THAT BEFORE WLB CASE 850 WOMEN WERE TRANSFERRED FROM AUTOMOTIVE TO AVIATION (WAR WORK) AND BY AGREEMENT PLACED ON AGREED UPON FEMALE JOBS. ARBITRATION AWARD GIVES CO. THE RIGHT TO TRANSFER WOMEN TO ANY JOB REPLACING MEN.

SENIORITY

TYPE: DEPARTMENTAL
DIVISIONAL
TRANSFERS TO OTHER DIVISIONS UNDER CERTAIN CONDITIONS

CONTRACT LIMITS WOMEN'S SENIORITY TO OTHER WOMEN

THERE IS PROVISION FOR TWO SENIORITY LISTS – MALE AND FEMALE * 4.

REST PERIODS

MEN – NO
WOMEN Yes – (2 – 10" periods provided in union agreement – See pg 9 Award)
Deductions by order of WLB.

LUNCH PERIOD

NO PROVISION

LEAVE OF ABSENCE

"LIMITED LEGITIMATE LEAVE OF ABSENCE" PROVIDED

LENGTH OF SERVICE NECESSARY TO GET MAXIMUM LEAVE NOT STATED

PLANT PRACTICES

JOB AND RATE SHEET B ✓

VICE PRES. REPORTS THAT 95% OF WOMEN ARE ON HOURLY RATED JOBS

JOBS AND RATES ARE LISTED BY SEX – ✓ XX*

RATES ARE THE SAME ON JOBS EMPLOYING BOTH MEN AND WOMEN – EXCEPT THAT DEDUCTIONS ARE MADE FOR REST PERIODS FOR WOMEN ON SOME JOBS.

WORK COMPARABILITY

BY DECISION OF MANAGEMENT M

NO FORMAL JOB EVALUATION PLAN IS USED IN DETERMINING COMPARABILITY XX*

Deductions: -Rest periods -Tradit. MS jobs affects MEN

D – Dis – SENIORITY ✗

WOMEN ARE NOT GIVEN EQUAL SENIORITY WITH MEN

VICE PRES. STATED THAT AT MEETING OF EXECUTIVE BOARD OF UAWA NOW TAKING PLACE HE THOUGHT SOME ACTION WAS TO BE TAKEN IN REGARD TO THIS MATTER

3 SHIFTS

SHIFT PLACEMENT DOES NOT DEPEND ON SENIORITY – HIRED FOR VACANCY ON ANY SHIFT – TRANSFERS MADE BY SENIORITY

REST PERIODS

MEN – NO
WOMEN – YES

REST PERIODS ARE NOT PAID FOR * See ✓ ARBITRATION AWARD. DEDUCTIONS COVER TIME INVOLVED IN SOME CASES – IN OTHERS DEDUCTION IS FOR TIME LOST AND FOR ADDITIONAL COST ALSO. AMOUNT ON FIRST IS 5¢ PER HOUR AND IN SECOND CASE IS 10¢ PER HOUR

SEE ARBITRATION AWARD

LUNCH PERIOD

MEN AND WOMEN – 15 MIN.

PAID FOR MEN AND WOMEN

PREGNANCY

LEAVE OF ABSENCE – 6 MONTHS

L of a
W – MS

WLB CASE

BENDIX AVIATION CORP. – UAW – #9 – CIO

NATIONAL NUMBER 2941-CS-D

NATIONAL DECISION JULY 26, 1943

THIS WAS A DISPUTE CASE

CASE WAS NOT BROUGHT AT TIME OF NEGOTIATION OF CONTRACT

CONTRACT PROVIDED THAT WAGE QUESTION COULD BE REOPENED. NEGOTIATIONS WERE OPENED UNDER THIS CLAUSE AND THE UNION REQUESTED WAGE INCREASES.

BACKGROUND OF CASE

NEGOTIATIONS FOR WAGE INCREASES WERE UNDERTAKEN AND UNION AND COMPANY FAILED TO AGREE

ISSUES

UNION ASKED FOR EQUAL PAY FOR WOMEN. HAD PREVIOUSLY AGREED TO FEMALE CLASSIFICATIONS ON SOME JOBS AND WHEN WOMEN WERE TRANSFERRED TO WAR WORK IN AVIATION DEPT. UNION AND CO. AGREED TO PLACING THEM ON CERTAIN JOBS CLASSIFIED AS FEMALE JOBS AT A LOWER RATE

WLB CASE

DENIED UNION REQUEST FOR GENERAL WAGE INCREASE – UNION DEMAND FOR INCREASES FOR 18 JOB CLASSIFICATIONS BOARD RECOMMENDED THAT PARTIES UNDERTAKE RE-EVALUATION OF WAGE STRUCTURE

QUESTION OF TOOL AND DIE RATES REFERRED TO CHICAGO REGIONAL WLB

REFERS QUESTIONS RELATING TO HIRING OF FEMALE EMPLOYEES AND RATES FOR SUCH EMPLOYEES TO NEGOTIATIONS OF PARTIES

NEGOTIATIONS WERE UNDERTAKEN AS ORDERED BY BOARD – ARBITRATION FOLLOWED AND ARBITER'S AWARD MADE ON SEPT. 7, 1943

HOW WOMEN BENEFITTED FROM CASE

WOMEN CAN NOW BE PLACED ON ANY JOB FOR WHICH THEY CAN QUALIFY – BEFORE THEY WERE WORKING ON SOME JOBS WHERE THERE WAS A DIFFERENTIAL OF 25¢ – 26¢ BETWEEN THEIR RATES AND MEN'S RATES

SOME OF WOMEN REPORTED BY W. SHOP STEWARD TO FEEL THAT DEDUCTIONS OF 5¢ AND 10¢ FROM WOMEN'S PAY NOT JUSTIFIED.

2/10/44

Attitude of men toward women:

The contract provides for restricting the employment of women to certain job classifications with lower rates of pay. In the Board's opinion the union is reported as protesting the company plan to establish new female classifications for jobs now performed by men. Management is reported to have maintained that the female classifications, before limited to relatively few departments, should be extended to other departments. *NLB has ordered restrictions removed, & also equal pay on all jobs except trad. w's jobs → (differential remains)

Mr. Clements, Vice President, stated that the union request was, from the beginning, for equal pay and that they did not want the restrictions on the employment of women but that the company refused the equal pay.

In the arbitration case, following reopening of negotiations ordered by the Board, the union agreed to the deductions from women's pay for rest periods. & for difference in job pay.

Mr. Clements stated that he had been able to get a supplement to the Bendix Home Appliances contract providing for one seniority list with the same rates on the job for men and women. but not for this plant.

Miss Kemper, Shop Steward, reported that there were often only 3 or 4 women and around 100 men at meetings of Local. She did not think many women had attended the meetings for new members arranged by the educational committee.

She is shop steward for her department--not just for women (as at Studebaker).

CONTRACT
WLB MATERIAL

NR

BENDIX HOME APPLIANCES, INC. SOUTH BEND, INDIANA

25

UNION DATA

UAWA 2
CIO
LOCAL 9
SOUTH BEND, IND.

27

LOCAL WAS ORGANIZED JULY 1933

WOMEN HAVE BEEN MEMBERS SINCE JULY 1933

PLANTS ORGANIZED BY LOCAL

	PLANT EMP.		UNION EMP.	
BENDIX PRODUCTS DIV.	8000	3000	8000	3000
BENDIX HOME APPLIANCES INC.	356	225	356	225
	8356	3225	8356	3225
		39		39

	M	W
INITIATION	$5	$5
DUES	$1	$1
FINES	-	-

SEE CARD 24 — SAME LOCAL

*1. None

PLANT - UNION

2

PRODUCT
AVIATION PRODUCTS - BOOSTERS AND PANELS FOR PLANE WINGS
NORMAL TIMES - AUTOMATIC HOME LAUNDRY

LOCAL HAS BEEN RECOGNIZED IN THIS PLANT SINCE 1938

A FEW WOMEN WERE MEMBERS AT BENDIX HOME PRODUCTS PLANT IN 1933 AND CAME TO HOME APPLIANCES WHEN IT WAS BOUGHT IN OCT. 1937

ARRANGEMENT FOR PAYMENT OF DUES
STEWARD

12 OR 13 WOMEN WERE EMPLOYED ON PRODUCTION IN THIS PLANT IN NORMAL TIMES

WOMEN'S UNION ACTIVITIES

SHOP STEWARD	25 MEN	3 WOMEN
GRIEVANCE AND BARGAINING	9 MEN	0 WOMEN

THERE IS NO LABOR MANAGEMENT COMMITTEE - ITS FUNCTIONS ARE PERFORMED BY GRIEVANCE AND BARGAINING COMMITTEE

OTHER UNION COMMITTEES IN PLANT:
GOOD AND WELFARE COMMITTEE (NOT FUNCTIONING NOW)
ENTERTAINMENT COMMITTEE (NOT REGULAR COMMITTEE BUT APPOINTED FOR SPECIAL ENTERTAINMENTS WITH WOMEN MEMBERS)

UNION PROGRAM IN PLANT AFFECTING WOMEN
NO SPECIAL PROGRAM FOR WOMEN REPORTED BY PEOPLE INTERVIEWED

CONTRACT

CONTRACT WAS SIGNED APRIL 29, 1941 AND WILL CONTINUE UNTIL EITHER PARTY REQUESTS CHANGE

KIND OF CONTRACT: CLOSED SHOP - NOT IN ORIGINAL CONTRACT BUT PROVIDED BY SUPPLEMENTARY AGREEMENT REACHED IN 1938
NO MAINTENANCE OF MEMBERSHIP CLAUSE

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN (BUT IN PRACTICE IS THE SAME)

NO AUTOMATIC PROGRESSION POLICY

CONTRACT DOES NOT PROHIBIT WAGE DISCRIMINATION AGAINST WOMEN - HOWEVER EQUAL PAY CLAUSE IS PROVIDED IN SUPPLEMENTARY AGREEMENT

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

NO MENTION OF "WOMEN" IN CONTRACT - VERY FEW WOMEN EMPLOYED AT FIRST - ONLY 12 OR 13 ON LIGHT ASSEMBLY JOBS -

PW SENIORITY

TYPE:
PLANT-WIDE

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS

REST PERIODS

CONTRACT PROVIDES REST PERIODS FOR MEN AND WOMEN

LUNCH PERIOD

NO PROVISION

LEAVE OF ABSENCE

PROVIDED BY SUPPLEMENTARY AGREEMENT -
MAXIMUM LENGTH - 30 DAYS - CAN BE EXTENDED
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - NO DEFINITE REQUIREMENT

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS"
THERE ARE NO MEN'S JOBS ON WHICH NO MEN ARE EMPLOYED

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WORK IS DETERMINED BY BARGAINING

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:
CHAIRMAN OF BARGAINING COMM. SAID W. ARE ON ALL JOBS EXCEPT SPRAY PAINTING AND METAL FINISHING AND PLAN IS TO PUT THEM ON SPRAY PAINTING.
W. MEMBER SAID THERE ARE SOME JOBS WHICH ARE UNDERSTOOD TO BE MEN'S JOBS BECAUSE THEY ARE THE HIGHEST PAYING JOBS (81.25 P.H.) SHE THOUGHT W COULD DO JOBS AS FORMERLY THEY HAD BEEN ON 2 OF THEM - METAL FINISHING AND REPAIR WORK - SOME W HAVE MORE SENIORITY THAN SOME OF THE MEN ON THESE JOBS.

PW SENIORITY

WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN UNION DID HAVE A SUPPLEMENTARY AGREEMENT WITH CO. WHICH PROVIDED A SEPARATE SENIORITY LIST FOR WOMEN BUT THIS HAS BEEN ELIMINATED BY A RECENT AGREEMENT - MAY 1943 (A PERMANENT AGREEMENT NOT JUST FOR DURATION)
WIVES OF SERVICE MEN ARE GIVEN PREFERENCE OF EMPLOYMENT AND WHEN EMPLOYED THEY RECEIVE THE SENIORITY THAT THEIR HUSBANDS HAD WHEN THEY LEFT.

THERE ARE 2 SHIFTS. WOMEN ARE EMPLOYED ON BOTH
PLACEMENT DEPENDS ON SENIORITY. NEW EMPLOYEES ARE HIRED FOR 2ND SHIFT MOVE TO 1ST BY SENIORITY *2.

REST PERIODS

PLANT ALLOWS FORMAL REST PERIODS FOR MEN AND WOMEN
PAID FOR MEN AND WOMEN

LUNCH PERIOD

30 MINUTES FOR MEN AND WOMEN.
~~PAID FOR WOMEN NOT FOR MEN~~
Not paid for

PREGNANCY POLICY

LEAVE OF ABSENCE.
TIME LIMIT - 30 DAYS BUT CAN BE EXTENDED NUMBER OF TIMES. INSURANCE ALSO COVERS PREGNANCY

M L - Spring

JOB AND RATE SHEET

METHOD OF PAY FOR MAJORITY OF WOMEN - TIME
HAVE HOURLY GUARANTEED RATE OF $1.18 AND ADDITIONAL GROUP INCENTIVE - (INCENTIVE PLAN APPROVED BY WLB SUBJECT TO REVIEW IN 90 DAYS)
JOBS AND RATES ARE NOT LISTED BY SEX
RATES ARE THE SAME IN JOBS EMPLOYING BOTH MEN AND WOMEN

WLB CASE

REGIONAL NUMBER
III-978-D

THIS CASE IS PENDING BEFORE THE REGIONAL WLB (APPEALED BY UNION AND COMPANY)

THIS IS A DISPUTE CASE

CASE WAS NOT BROUGHT AT TIME OF NEGOTIATION OF CONTRACT. NO NEW CONTRACT NEGOTIATED SINCE 1941

BACKGROUND OF CASE

UNION MADE REQUEST FOR GENERAL WAGE INCREASE JULY 1942. NEGOTIATIONS FAILED TO BRING AGREEMENT AND CONCILIATION SERVICE REQUESTED. HEARING HELD BEFORE CONCILIATION PANEL IN NOV. 1942 AND JAN. 1943. PANEL WAS UNABLE TO SETTLE ISSUES SO MATTER WAS REFERRED TO NWLB

ISSUES

1. GENERAL WAGE INCREASE OF 10¢ P.H. REQUESTED
2. EQUAL PAY FOR EQUAL WORK
3. ADOPTION OF SENIORITY PROVISIONS PROTECTING RIGHTS OF EMPLOYEES WORKING IN OTHER INDUSTRIES UNDER CERTAIN CIRCUMSTANCES
4. WAGE INCREASE RETROACTIVE TO NOV. 27 1942 DATE OF FIRST CONCILIATION HEARING.

WLB RULING

DENIES UNION REQUEST FOR WAGE INCREASE
DENIES UNION REQUEST FOR INCLUSION IN THE COLLECTIVE BARGAINING AGREEMENT OF THE JOINT STATEMENT OF POLICY BY THE WMC AND THE WPB WITH RESPECT TO RETENTION AND ACCUMULATION OF SENIORITY BY EMPLOYEES TRANSFERING TO WAR INDUSTRY

EQUAL PAY WAS NOT ORDERED BUT NEGOTIATED AND NOW IN EFFECT

RULING WAS APPEALED BY CO. AND UNION

2/20/44

Mr. Byers, Chairman of the Bargaining Committee at the Home Appliances plant seems to have a very good attitude. He stated that the men in the plant had opposed the women coming in and that at one time feeling ran so high that the men refused to share the ride with the women so that he, himself, had to go around and straighten the matter out. He said that the company preferred men workers because they felt them to be more flexible.

The women interviewed all stated that the men had opposed the women but that the women had worked together in fighting for equal seniority and equal pay. They began to fight when 7 women were laid off and men with less seniority kept on. The Committee, pushed by the women, had then negotiated an agreement giving them equal pay and equal seniority. The equal seniority is on a permanent basis and not just for the duration.

Elections were kept taking place in the Local on the 2nd and there is much excitement among both men and women. Wilma Kizer is running for a place on the Committee and the women seem to be divided either strongly for her or strongly against her. Some of the women are also very strong in their opposition to the re-election of the present committee, calling them "rats" because they have given preference to their friends in the shop instead of applying the seniroity rule fairly. They hope to get a new committee or at least to get some new members. At the same time they give due credit to the present committee, recognizing the gains that have been made.

All of the women seem to agree that the Committee has not always been fair to women. Mrs. Joliff said that even recently women had been laid off and men with less seniority kept working. She also said that there had been women working on metal finishing and repair work but that when the rate was raised to $1.28 per hour the women were put off. She said that the women had difficulty in getting recognized on the floor at the union meetings and the men would laugh at them and even boo them. Anything that the women wanted to bring up was put last on the agenda and by the time they got to it many had left the meeting.

Wilma Kizer stated that she had been very active in the fight against the men and Committee who had opposed the women. It seems that the Committee had her fired after a dispute in the shop between her and another girl and she filed a complaint with the WLB. A hearing was held and she was ordered reinstated with back pay. $700 back pay was paid her by the union.

Absenteeism:

Mr. Byers reported that the company's records showed that absenteeism was greater among the women than among the men. He said that the reasons were that the women stayed home at time when husbands were home on furlough or to take care of children when maids did not show up. There are no day nurseries that serve Bendix workers and they are badly needed he feels.

(Agent's notes from file on WLB case Nov. 1945, this copied from panel report: This agreement leaves in existense the company's right to retain differentials between male and female hourly rates as they have existed in the past on jobs [illegible] of other work designated as female jobs,")

CONTRACT

CHICAGO TELEPHONE SUPPLY CO ELKHART, INDIANA

UNION DATA

URAAIWA 2

10

LOCAL 941 - CIO

ELKHART, INDIANA

20

LOCAL WAS ORGANIZED IN NOV. 1941

WOMEN HAVE BEEN MEMBERS SINCE NOV. 1941

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION EMP M	UNION EMP W
CHICAGO TELEPHONE SUPPLY CO.	275	442	275	442
	62%		62%	

T-717

61.6

INITIATION M $2 W $2

DUES M $1 W $1

FINES - IF MISS BOTH MEETINGS EACH MONTH FINED 50¢ FOR EACH MEETING MISSED (1st ½ MISS & 2nd ½)

SPECIAL ASSESSMENTS MAY BE IMPOSED BY INTERNATIONAL UNION. IN APRIL THERE WILL BE A $1 ASSESSMENT FOR POST WAR FUND

COMMITTEES ON WHICH WOMEN SERVE

EDUCATION - 3 MEN - 2 WOMEN

RECREATION - 3 MEN - 2 WOMEN

COMMITTEES ON WHICH W. MIGHT SERVE

GOOD AND WELFARE COMMITTEE

OFFICES HELD BY WOMEN

GUIDE

FAIR

WOMEN ATTEND IN ABOUT THE SAME PROPORTION AS MEN. REPORTED TO ATTEND BETTER IST MEETING IN MONTH - PERHAPS, "TO GET IT OVER WITH FOR THE MONTH."

ATTITUDE TOWARD WOMEN

VICE PRES. NOT IN FAVOR OF WOMEN WORKING ON THE MEN'S JOBS - HE THINKS THEY SHOULD STAY HOME

PRES. HAD OPPOSED WHEN COMING INTO HIS DEPT BUT THAT CO. HAD WANTED TO RE-CLASSIFY THE JOBS AS FEMALE JOBS AND PAY THE LOWER FEMALE RATE.

BOTH MEN SPOKE OF THE POST WAR PERIOD IN TERMS OF THE UNEMPLOYMENT THAT WOULD FOLLOW THE WAR AND THIS SEEMED THE REASON FOR THEIR ATTITUDE

ATTITUDE TOWARD EQUAL PAY

ALL PERSONS INTERVIEWED THOUGHT THAT IF WOMEN WENT ON MEN'S JOBS THEY SHOULD GET SAME RATE OF PAY AS MEN DID. THIS IS THE PRACTICE. AS TO WOMEN'S JOBS BEING RATED LOWER PRES. SAID THEY FELL HEIR TO THE MALE AND FEMALE RATES AND JOB CLASSIFICATIONS WHEN THEY ORGANIZED. MEN AND WOMEN HAVE GONE ON ACCEPTING THE JOB CLASSIFICATIONS AS THEY WERE SET UP BUT UNION DID TAKE A STAND ON EQUAL PAY ON ANY NEW JOBS THE WOMEN WERE PUT ON. ALSO SINCE ORGANIZING THEY HAVE LESSENED THE DIFFERENTIAL BETWEEN MEN'S AND WOMEN'S RATES - AGENT TOLD PAGE OF BUREAU'S POSITION OF SETTING RATES AS JOB RATES INSTEAD OF MALE AND FEMALE RATES. HE SAID "THAT IS SOMETHING TO REMEMBER."

PLANT-UNION

3

PRODUCT

COMMUNICATIONS EQUIPMENT - (TELEPHONE, RADIO, RADAR)

50 CALIBER BULLETS NOW DISCONTINUED

UNION HAS BEEN RECOGNIZED IN THIS PLANT SINCE NOV. 1941

WOMEN HAVE BEEN MEMBERS OF THIS UNION SINCE NOV. 1941

ARRANGEMENT FOR PAYMENT OF DUES

CHECKOFF

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES

WOMEN'S UNION ACTIVITIES

SHOP STEWARD	10 MEN	10 WOMEN
GRIEVANCE - BARGAINING	4 MEN	1 WOMAN
LABOR MANAGEMENT *2	3 MEN	2 WOMEN

NO OTHER UNION COMMITTEES IN PLANT

UNION PROGRAM IN PLANT AFFECTING WOMEN

ALL PERSONS INTERVIEWED SAID THAT THERE HAD BEEN NO SPECIAL PROGRAM FOR WOMEN. THEY REPORTED THAT THE EDUCATIONAL COMMITTEE WAS GIVEN A PLACE ON THE AGENDA AT EACH MEETING AND THAT THEY HAD TAKEN TIME TO EXPLAIN CLAUSES IN CONTRACT, BY-LAWS, ETC. FOR BENEFIT OF NEW MEMBERS. THEY FELT THAT THIS TIME WAS OF VALUE TO THE WOMEN WORKERS

CONTRACT

OLD CONTRACT EXPIRED ON NOV. 24, 1943 - A NEW CONTRACT HAS JUST BEEN NEGOTIATED AND SENT TO WLB (FEW CHANGES)

KIND OF CONTRACT: CLOSED SHOP

CONTRACT DOES NOT CONTAIN A MAINTENANCE OF MEMBERSHIP CLAUSE

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

MEN - 67¢ WOMEN - 52¢

CONTRACT DOES NOT PROVIDE AN AUTOMATIC PROGRESSION POLICY. IN PRACTICE MEN AND WOMEN GO TO RATE OF JOB IN 30 DAYS FROM DATE OF HIRING

CONTRACT PROHIBITS WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN IN STARTING RATES AND IN THAT WOMEN CANNOT BID IN ON MEN'S JOBS (WHICH ARE HIGHER PAYING THAN WOMEN'S) EXCEPT FOR PERIOD OF MANPOWER SHORTAGE

NO MENTION OF "WOMEN" IN CONTRACT EXCEPT AS ABOVE

SENIORITY

D PW

TYPES:

DEPARTMENTAL FIRST THEN PLANT WIDE

CONTRACT LIMITS WOMEN'S SENIORITY RIGHTS TO OTHER WOMEN. WOMEN'S SENIORITY LIMITED BY FACT THAT PROVISION IS BY DEPARTMENT AND JOB CLASSIFICATION AND WOMEN WORK ON WOMEN'S JOBS ORDINARILY. *

REST PERIODS

NO PROVISION

LUNCH PERIODS

NO PROVISION

LEAVE OF ABSENCE

MAXIMUM LENGTH - 1 YEAR

LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - NOT STATED

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS". B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED. WOMEN HAVE GONE ON ABOUT 7 OF THE MEN'S JOBS - DRILL PRESSES, PUNCH PRESSES, GRINDERS ETC (THEY HAVE BEEN ON MILLING MACHINES ALL THE TIME AND THIS IS CLASSED AS A WOMAN'S JOB)

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOB IS DETERMINED BY BARGAINING * 3 C

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN. BOTH MEN INTERVIEWED STATED THAT THE W. WERE FOR THE MOST PART ON W'S JOBS, ONLY A FEW HAD BEEN PUT ON THE MEN'S JOBS WHICH CARRY HIGHER RATES. PRES. SAID THAT THE CLASSIFICATION OF JOBS BY SEX HAD BEEN DONE BY THE CO. BEFORE THE UNION WENT IN. (UNION AGREED TO CLAUSE IN CONTRACT ALLOWING W. TO BID IN ON MEN'S JOBS ONLY DURING THE MANPOWER SHORTAGE) 1 WOMAN STATED THAT THEY HAD NOT NEEDED TO PUT W. ON THE MEN'S JOBS AND THAT AS MEN ARE DRAFTED NOW IT WILL OVER * 4

D+PW SENIORITY

WOMEN ARE NOT GIVEN EQUAL SENIORITY WITH MEN PROVISION IS FOR SENIORITY IN A PARTICULAR JOB CLASSIFICATION. ALSO WOMEN'S SENIORITY IS LIMITED TO JOBS CLASSIFIED AS WOMEN'S JOBS EXCEPT DURING THE MANPOWER SHORTAGE WHEN THEY MAY BID ON MEN'S JOBS

PLANT OPERATES ON 3 SHIFTS WOMEN ARE EMPLOYED ON 2 SHIFTS.

PLACEMENT DEPENDS ON SENIORITY

X

see contract p 20

REST PERIODS

PLANT ALLOWS FORMAL REST PERIODS FOR MEN AND WOMEN. THESE ARE PAID FOR

LUNCH PERIOD

1 HOUR FOR MEN AND WOMEN NOT PAID FOR

PREGNANCY POLICY

LEAVE OF ABSENCE

TIME LIMIT - 1 YEAR

(GROUP INSURANCE COVERS PREGNANCY)

M L see

JOB AND RATE SHEET

MAJORITY OF WOMEN ARE ON TIME WORK

JOBS AND RATES ARE LISTED BY SEX

RATES ARE SAME IN JOBS EMPLOYING MEN AND WOMEN *

WLB CASE

REGIONAL NUMBER 6-5072

SETTLED BY REGIONAL BOARD ON 6-4-43 9-4-43

TYPE OF CASE VOLUNTARY

ISSUES

UNION REQUESTED INCREASES IN WAGES BASED ON RISE IN COST OF LIVING AND INTRA-PLANT INEQUALITIES. AGREEMENT REACHED AND APPLICATION SUBMITTED TO WLB FOR APPROVAL. WAGE INCREASE ASKED FOR AFFECTED WOMEN AS WELL AS MEN

RULING

6-4-43 - PARTIALLY APPROVES THE AGREEMENT BETWEEN THE PARTIES AND AUTHORIZES THEM TO PUT ADJUSTMENTS INTO EFFECT IN ACCORDANCE WITH RATE SCHEDULE (ATTACHED TO AGENT'S SCHEDULE)

9-1-43 PARTIALLY APPROVES THE APPEAL DATED 6-26-43 AS FOLLOWS:

1. APPROVES 10¢ PER HOUR PREMIUM FOR SECOND AND THIRD SHIFTS
2. APPROVES 5¢ PER HOUR INCREASE FOR CLEAN UP SWEEPERS
3. DENIES REQUEST FOR INCREASE IN STARTING RATES

INCREASE GIVEN IN ALL WOMEN'S RATES AND IN SOME OF MEN'S RETROACTIVE TO DATE OF APPLICATION - JAN. 1, 1943

WOMEN'S RATES INCREASED FROM 9¢ TO 9½ PER HOUR RETROACTIVE TO JAN. 1, 1943 - WOMEN GOT BACK PAY UP TO $135

3/7/44

Mr. Hayes is the new President of the Local, just taking office. He did not participate in the negotiations on the new contract which have just been completed. He stated that the new contract would not be changed very much. A 10¢ per hour increase is being asked. The Supplementary Agreement providing for women's bidding on men's jobs during the manpower shortage is also in the new contract.

Mr. Hayes was very much interested in the information given by agent. He did not know what the UAWA International Union policy was on separate seniority list for women. Information was given about another local union president calling up R. J. Thomas to ask whether in negotiating contract they should continue provision for separate list or have only one list, and Thomas replied that there should be only one list. At the close of the interview he remarked, "I certainly have learned a lot."

This union was organized without much help from the International Union and this week for the first time had a visit from an International Representative.

The women interviewed talked about women's place being in the home if they did not have to work. They think that since over half of the jobs were women's jobs before the war and since some women will want to quit, those who want to work will have work on the women's jobs. They do not complain about the rates on men's jobs being higher than those on women's jobs. Rose Lavrich and Gretta Smith (the former a member of the Legislative Committee and the latter holding the office of Guide) thought the men's jobs were harder and for this reason were correctly rated higher. They thought women were, for the most part, satisfied on the women's jobs although Rose remarked that she would be interested in working on some of the men's machines. They said that the women were reluctant to take responsibility in the union and that they did not participate in the meetings so well, though better than formerly.

Vice President said that the increase in the number of workers in the plant during the war period had brough t in many new members who do not know what the union has done, ~~xxxdxxx~~ and are therefore not so interested. He said that some come from the country and not having had much cash before they think they make good money.

Mrs. Whitman (member of the Bargaining Committee) felt that men's jobs were harder and some required more skill so that they should be rated higher than women's jobs.

Labor-Management Committee: Company has brought to Committee question of need to educate women on care of rest rooms. Mrs. Whitman reported that rooms were not kept clean. She said the facilities were insufficient and there was indufficient provision for having rooms cleaned. Was interested in Women's Bureau bulletin on toilet facilities.

Continued from section on Plant Practices:

be difficult to train women as some of the jobs will take about 20 months to learn. Gretta Smith and Rose Lavrich said that the women had not been so much interested in going on the men's jobs as they were harder. Margaret Sappington (union member) said that she also felt that the girls were rather afraid of the machines. Agent's impression is that for some of the women their standard of living, judging by their homes, is not too high and perhaps the money they make now is more than they ever had so they have not been agressive in demanding the higher paid jobs. Workers report that cost of living is not lower in Elkhart but higher than in South Bend and Chicago.

WLB MATERIAL
CONTRACT

NR ✓ All Wmn 22

ELECTRO-VOICE MFG. CO. SOUTH BEND, INDIANA

30

UNION DATA

UERMWA 3
CIO
LOCAL 927
SOUTH BEND, IND.

22

LOCAL WAS ORGANIZED IN 1942.

WOMEN HAVE BEEN MEMBERS SINCE 1942

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION EMP. M	UNION EMP. W
ELECTRO VOICE MFG. CO.	5	325	5	325
(CO. HAS TWO PLANTS ONE OF WHICH EMPLOYS 30 PEOPLE.- AGENT HAS COMBINED THE TOTALS)		98✓		98✓

	M	W
INITIATION	$2	$2
DUES	$1	$1

FINES - 25¢ IF DO NOT ATTEND MEETING FOR 1 MONTH
$1 IF DO NOT ATTEND FOR 3 MONTHS

COMMITTEES ON WHICH WOMEN SERVE
THERE ARE NO COMMITTEES AS YET

OTHER COMMITTEES ON WHICH WOMEN MIGHT SERVE
WOMEN WILL BE ON ALL COMMITTEES WHEN THEY ARE FORMED

OFFICES HELD BY WOMEN
ALL OFFICES * 1.
PRESIDENT - VICE PRESIDENT - RECORDING SECRETARY. FINANCIAL SECRETARY. EXECUTIVE BOARD MEMBERS. TRUSTEES - SERGEANT-AT-ARMS

ATTENDANCE IS VERY GOOD - FINE FOR NOT ATTEND. 186

ATTITUDE TOWARD WOMEN
INAPPLICABLE SINCE THERE ARE 325 WOMEN AND ONLY 5 MEN

POST-WAR PERIOD - SENIORITY WILL PREVAIL

ATTITUDE TOWARD EQUAL PAY
INTERNATIONAL REPRESENTATIVE WAS ABSOLUTELY FOR EQUAL PAY - NOT A QUESTION IN THIS PLANT - ONLY 5 MEN IN WHOLE PLANT * 2

PLANT-UNION

3

PRODUCT
MICROPHONES

UNION HAS BEEN RECOGNIZED SINCE 1943

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1942

ARRANGEMENT FOR PAYMENT OF DUES
STEWARD

CONTRACT SPECIFIES CHECK-OFF

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES ✓

WOMEN'S UNION ACTIVITIES

SHOP STEWARD	0 MEN	4 WOMEN ✓
GRIEVANCE COMMITTEE	0 MEN	5 WOMEN
CONTRACT COMMITTEE (Barg)	0 MEN	5 WOMEN

THERE IS NO LABOR-MANAGEMENT COMMITTEE

NO OTHER UNION COMMITTEES IN PLANT

UNION PROGRAM IN PLANT AFFECTING WOMEN
NO SPECIAL PROGRAM

CONTRACT

CONTRACT EXPIRES AUG. 14-1945

KIND OF CONTRACT: UNION SHOP
*3

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN. ✓

SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN.

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY:
NO DISCRIMINATION CLAUSE "
EQUAL PAY CLAUSE ✓
RATE OF JOB REGARDLESS OF SEX ✓

CONTRACT DOES NOT DISCRIMINATE AGAINST WOMEN -

WOMEN IS MENTIONED IN CONTRACT

CONTRACT DOES NOT SPECIFY SENIORITY LISTS ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION * 5
LAY-OFF
REHIRING

"EMPLOYEE" IS STATED THROUGHOUT THIS SECTION

REST PERIOD
CONTRACT PROVIDES TWO 5-MINUTE REST PERIODS FOR MEN AND WOMEN.

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH NOT STATED

LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED.

PROVIDES FOR PREGNANCY IN CONTRACT
ML

PAID VACATIONS
ALL WHO HAVE BEEN EMPLOYED FOR 1 YEAR SHALL RECEIVE NOT LESS THAN 1 WEEK'S VACATION WITH PAY.

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS" —

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED

Only 5 men in plant

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT * 4

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY DECISION OF MANAGEMENT AND BY BARGAINING M+C

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

INAPPLICABLE
- only 5 men in plant.

NR SENIORITY

WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN

PLANT OPERATES ON 3 SHIFTS
WOMEN ARE EMPLOYED ON 3 SHIFTS ✓

SHIFT PLACEMENT DOES NOT DEPEND ON SENIORITY - IF VACANCIES OCCUR ON DAY SHIFT AND NO APPLICATION FOR TRANSFER NEW HELP IS HIRED FOR DAY SHIFT

REST PERIOD
PLANT ALLOWS FORMAL REST PERIODS - PAID FOR - FOR MEN AND WOMEN

LUNCH PERIOD
30 MINUTES FOR MEN AND WOMEN

PERIOD IS PAID FOR NOW AS A RESULT OF WLB CASE REPORTED BELOW

PREGNANCY POLICY
AS FAR AS THE PRESIDENT KNEW THE CO. ALLOWS WOMEN TO WORK AS LONG AS THEY CAN - NO CASE SO FAR

No Policy
Spec in contract
ML. efpc

JOB AND RATE SHEET T
MAJORITY OF WOMEN ARE ON TIME

JOBS AND RATES ARE NOT LISTED BY SEX X

RATES ARE SAME ON JOBS EMPLOYING BOTH MEN AND WOMEN VV

WLB CASE

REGIONAL NUMBER
6-22789

SETTLED BY REGIONAL BOARD 12-30-43

TYPE OF CASE
VOLUNTARY

ISSUES
LUNCH PERIOD PAY

RULING
APPROVED PAID LUNCH PERIODS

3/15/44

K #30

Mrs. Alice Travis, President, stated that they held an election in December, 1943, and that all women officers were elected and installed in January, 1944. She is quite young, but very enthusiastic about being elected President. She knew of no committees in the local. "Just give me time, and we'll have committees." The local is not affiliated with the County CIO as yet; it was organized in 1942, and had its first contract signed with Electro-Voice Mfg. Col in 1943. It seems that the local had a reorganization program because when the new officers took office in January, 1944 a new set of books was procured and they began with a clean slate. Formerly they had a man for president and evidently he did not set well with the women. (More power to them.) She stated that they now have a 30 minute lunch period and are being paid for 8 hours work. In the small plant they work one shift and "kids" come in after school and work until 9 pm.

Martha McGrue (Steward) and Clara Benzer (member) worked in the small plant. They are thrilled with the new president and feel that the local will progress under her leadership. You see there is practically no man problem with only 5 men to 325 women.

Fred Gardner, International Representative of UE, has his office in Fort Wayne, Ind. He attends all the local meetings so far. He negotiated the new contract which was signed first week in March, 1944. Mr. Gardner's attitude was very good toward women and equal pay.

This schedule was surveyed in February, 1944, while the local was negotiating a new contract. Have made every effort to secure copy of new contract. If agent goes to Ft. Wayne she will contact Mr. Gardner who promised to mail one when it [illegible]

Prior to new contract, women began at 57½¢ an hour; after 30 days they received 60¢ per hour.

(Note; from page four of the Contract, this about upgrading -

"Women employees shall be given an opportunity to train or otherwise qualify for men's jobs before any new women are hired for such jobs.").

CONTRACT

CHEVROLET COMMERCIAL BODY CO (GENERAL MOTORS)
INDIANAPOLIS, INDIANA

T1626

UNION

UAAIWA (UAW) CIO

LOCAL 226

INDIANAPOLIS. IND.

26

LOCAL WAS ORGANIZED IN 1935 (MARMON-HERRINGTON UNIT)

WOMEN HAVE BEEN MEMBERS SINCE 1937

TYPE OF WORKER - PRODUCTION MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION MEMBERS M	UNION MEMBERS W
MARMON HERRINGTON CO. IND.				
CHEVROLET COMMERCIAL BODY	1500	300	1680	270
METAL AUTO PARTS CO. INC.		0	1350	0
McQUAY-NORRIS MFG CO. INDIANAPOLIS DIV.	200	150	NR	75
FOUNDRY UNIT OF INTERNATIONAL HARVESTOR CO	900	200	900	200
AMERICAN LEATHER PRODUCTS CORP.	9	56	9	56
PREGTO-LITE STORAGE BATTERY CORP.	275	50	275	50
See Sched # 35				
" " # 34				
" " # 32				
" " # 33				
See sched # 36				
	3074	816	3054	636

INITIATION M $2 W $2
DUES M $1 W $1

FINES - NONE

CONTINUED PAGE 3

Poor Fair

Officers - Rec. Sec'y

PLANT-UNION

PRODUCT

AVIATION PARTS FOR ALLISON - ARMY TRUCKS - GUN MOUNTS - PRATT AND WHITNEY MOTOR PARTS

UNION HAD FIRST CONTRACT WITH THIS PLANT IN 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE MARCH 1937

PAYMENT OF DUES: STEWARD

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES - BUT ONLY A FEW - ABOUT 18 IN TRIM DEPARTMENT ON SEWING

WOMEN'S UNION ACTIVITIES IN PLANT — NONE

NEGOTIATING COMMITTEE 7 MEN 0 WOMEN

THERE HAS BEEN 1 WOMAN ON BARGAINING IN PAST. IN GENERAL WOMEN HAVE NOT HAD ENOUGH EXPERIENCE AND SHOWN ENOUGH LEADERSHIP TO SUCCEED IN GETTING ELECTED - PRESIDENT

LABOR MANAGEMENT — NO COMMITTEE

SHOP STEWARD* 31 MEN 9 WOMEN

GRIEVANCE COMMITTEE - HANDLED BY NEGOTIATING COMMITTEE

* SEE NEXT COLUMN FOR INFORMATION BY CHIEF WOMEN EMPLOYING DEPARTMENTS #2.

CHIEF WOMEN EMPLOYING DEPARTMENTS

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARD	NEGOTIATING
#65 AIRCRAFT MACHINING	NR	180	ELECTED BY DEPT. 1 STEWARD FOR EACH OF 6 OR 7 SUPERVISORS IN A DEPT.	ELECTED BY MEMBERSHIP 1 MEMBER FROM EACH OF 7 ZONES IN PLANT
#63 AIRCRAFT STAMPING	NR	110		
#59 TRIM	NR	10		
#62 PRESS ROOM AND METAL SHOP	NR	0		
#14 SHIPPING	NR	A FEW		

THERE ARE NO OTHER UNION COMMITTEES IN PLANT

CONTRACT

CONTRACT EXPIRES ON 10/15/43. NEGOTIATIONS ON NEW CONTRACT CHANGES BEING HANDLED FROM DETROIT. LOCAL COMMITTEE ALSO NEGOTIATING CHANGES.

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN. 99¢ WOMEN - 92¢ (CONTRACT PROVIDES STARTING RATE 10¢ BELOW RATE OF JOB)

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY "NO DISCRIMINATION" CLAUSE AND BY EQUAL PAY CLAUSE #306

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN. SEE NEXT PAGE FOR DISCUSSION - #1.

"WOMEN" MENTIONED IN CONTRACT -
1 EQUAL PAY FOR WOMEN
2 PRESENT LOCAL RULES REGARDING LAYING OFF OF MARRIED WOMEN TO APPLY
3 MEN AND WOMEN SHALL BE DIVIDED INTO SEPARATE NON-INTERCHANGEABLE OCC. GROUPS

SENIORITY #5

SENIORITY LISTS:
BY DEPARTMENT - BY SEX X
PLANT WIDE "
OCCUPATION "

CONTRACT ALLOWS ALL 3 WAYS AS MAY BE NEGOTIATED LOCALLY - LOCALLY LISTS ARE KEPT BY DEPARTMENTS AND BY SEX.

WOMEN ARE DISCRIMINATED AGAINST IN:
PROMOTION - PROVISION THAT MEN AND WOMEN IN SEPARATE NON-INTERCHANGEABLE OCC. GROUPS RESULTS IN DISCRIMINATION AGAINST W. ALTHO CLAUSE ON TRANSFERS DOESN'T MENTION SEX.

LAYOFF: NOT ACTUALLY IN CLAUSES IN CONTRACT BUT LOCALLY MARRIED WOMEN COULD BE LAID OFF. THIS IS NOT A PRACTICE AT THIS PLANT HOWEVER. WHILE THERE HAS BEEN NO DISCRIMINATION IN LAYOFFS SO FAR WHEN CO. CONVERTS TO PEACE TIME PRODUCT THERE WILL BE NO WOMEN'S JOBS EXCEPT IN THE TRIM DEPT WHERE ONLY ABOUT 18 WOMEN WERE EMPLOYED BEFORE.

REST PERIOD
NO CONTRACT PROVISION

LUNCH PERIOD
MEN AND WOMEN - 20 MINUTES PAID FOR

LEAVE OF ABSENCE
MAXIMUM LENGTH - 90 DAYS SICK LEAVE MAY BE EXTENDED
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - NOT STATED

VACATIONS
FOR 1942 PROVIDES 40 HOURS PAY AT EACH EMPLOYE'S RATE OF PAY FOR EMPLOYES HAVING 1 YEAR'S SENIORITY 80 HOURS PAY FOR EMPLOYES HAVING 5 YEARS' SENIORITY.

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS."

THERE ARE NO MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED. WOMEN REPORT THAT THERE ARE MEN'S JOB WHICH HAVE BEEN CHANGED SLIGHTLY AND RECLASSIFIED AS WOMEN'S JOBS AND THAT THEY ARE JUST AS HARD TO RUN AS WHEN MEN WERE ON THEM. NR WHETHER START ON 54 OR 208

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOB IS DETERMINED FIRST BY DECISION OF MANAGEMENT AND SECOND BY BARGAINING

M+C

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:

ALL WOMEN ARE ON LOWER PAID JOBS AS FLAT RATE FOR WOMEN'S JOBS IS 82¢ AND FOR MEN'S JOBS IT IS $1.09. X1

W. upgraded on the jobs only.

SENIORITY

SENIORITY LISTS:
BY DEPARTMENT - BY SEX X

KEPT BY SEX AS ALL JOBS ARE CLASSIFIED AS M AND F. POSTED IN PLANT BY DEPTS. CONTRACT CALLS FOR SEPARATE NON-INTERCHANGEABLE OCCUPATIONAL GROUPS FOR MEN AND WOMEN

PLANT OPERATES 3 SHIFTS. WON 3 SHIFTS PLACEMENT DEPENDS ON SENIORITY - NEW EMPLOYEES ARE HIRED FOR 3RD SHIFT AND MOVE TO 2ND AND 1ST BY SENIORITY

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION - YES *
LAY OFF - NOT SO FAR - IN RECENT LAY-OFF MEN AND WOMEN LAID OFF ACCORDING TO SENIORITY THRU-OUT PLANT. CUT BACK APPLIED TO ALL DEPTS. BY SENIORITY. NOT JUST TO WOMEN'S
RE-HIRING - NR

* WOMEN ARE NOT PROMOTED TO MEN'S JOBS. CO. HAS PUT W ON MEN'S JOBS BUT WANTED TO RECLASSIFY AS W'S JOBS. W. COMPLAINED SO TOOK THEM OFF. CHANGED IT AND CLAIMED IT WAS DIFFERENT JOB

REST PERIOD
NONE FOR MEN OR WOMEN

LUNCH PERIOD
MEN AND WOMEN:
20 MIN. PAID FOR IF ON ONE OF 3 SHIFTS IN 24 HOURS
30 MIN. NOT PAID FOR IF ON JOB WHICH DOES NOT RUN ON 2ND AND 3RD SHIFT.

PREGNANCY POLICY
SICK LEAVE - 90 DAYS, CAN BE EXTENDED.
SENIORITY RIGHTS ARE BROKEN AFTER 24 MONTHS

Leave Terms

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON TIME

RATES AND OCCUPATIONS ARE LISTED BY SEX - ALL JOBS CLASSIFIED AS HEAVY (MALE) AND LIGHT (FEMALE)

RATES SAME FOR MALE AND FEMALE - JOBS ARE NOT SAME. HOWEVER MANY ARE COMPARABLE AND SOME MEN'S JOBS ARE HARDER THAN SOME WOMEN'S JOBS.
RATES LOWER FOR FEMALE:
RATES FOR ALL WOMEN'S JOBS 82¢ - FOR ALL MEN'S $1.09 EXCEPT TOOL AND DIE ETC.

WLB CASE

REGIONAL NUMBER - NR
HANDLED FROM DETROIT AND BY NWLB)

STATUS OF CASE: PENDING BEFORE NATIONAL BOARD

TYPE OF CASE: VOLUNTARY

ISSUES

WOMEN REQUESTED EQUAL PAY - $1.09. UNION COMMITTEE CLASSIFIED JOBS. CO. REFUSED BUT AFTER WOMEN VOTED TO ACCEPT OFFER OF 96¢ FLAT RATE FOR WOMEN'S JOBS COMMITTEE AGREED AND WAS SENT TO WLB AS VOLUNTARY CASE.

RULING

N. R. (SEE CONTRACT P. 86 & 87 FOR WLB RULING ON EQUAL PAY)

3/18/44

Continued from first page--Contract section.
Does contract openly discriminate against women?

Allows discrimination against women in that jobs are separate for male and female and are not classified so that comparable jobs pay the same. Under general classifications of light and heavy work women are on some jobs that are harder and heavier than some that men are on. One woman was put on man's job recently and when complaint was taken up (request for man's rate of $1.09) the company took her off of the job and put a man on again. Also allows for local rules regarding laying off married women to apply (however it is not a local practice to lay off married women) and provides that men and women shall be divided into separate non-interchangeable occupational groups which results in male and female classifications. Locally result is that there is a lower starting rate for women and all of women's jobs carry lower rate, yet they cannot be employed on the men's jobs.

The following information concerns all plants affiliated with Local 226 of the U.A.A.A.I.W.A.

2. Women's local union activities:
None.

Union Committees on which women serve:
None.

Other committees:
None.

Local union offices held by women:
None.

Attendance at union meetings:
Poor. Attend pretty well from some plants but on whole attendance is poor for men and women. Attendance at meetings of plant units is some better.

Union program for increasing women's particiapation in union activities:
See fuller remarks on next page.
Cooperating with Political Action Committee of State Industrial Union Council which includes women's problems in political action program.

Attitude of Local union officials interviewed toward:

Continued employment of women: } This information is given in each plant unit
Equal pay: } schedule.

Union program for increasing women's participation in union activities such as:

3 Equal pay for equal work:
Clarence Lyons, President of Local 226, and employee of Chevrolet (was not on committee then but is now) stated that the separate men's and women's classifications and rates are due to several things. Previously there had been trouble all the time over piece work and rates so the flat hourly rates were agreed upon and have in general worked out better. The Committee tried to get equal pay for the women but the G.M.C. is very hard to deal with and "in no Chevrolet plant that I know of have the women got equal pay."
Thora Cargal, member, said that the reason for the 82¢ rate for the women was that it was the women's rate when they were in the Trim Department only. She said that there had been numbers of complaints put in by the women asking for equal pay on various jobs, that about a hundred jobs women were on were about the same as men's jobs, that when the request was made for equal pay a committee did classify the jobs (she was on the committee) and that this was shown to UAW International Representative Shatterly (handles WLB cases) but that later Shatterly stated that it did not get in in time, and denied that he had seen it. (The Company refused to accept the classifications.) She said that she had argued at the meeting of the plant unit against accepting the 96¢ rate for the women but that the women had voted to accept. She said Shatterly told them at the meeting to accept.
Three women members and one woman shop steward all stated that few women attended the meetings and that many were quite willing to accept the 96¢. Also they said that the women felt that if they accepted 96¢ for all it would give an increase to those on some of the jobs that could not hope to get any increase if the jobs were classified. Also many felt that they had better take what they could get at the time than to wait longer.
Thora Cargal stated that she was put on a man's job recently and when she started to put in a complaint asking for the rate of the job (man had run job at man's rate of $1.09) the foreman took her off of the job and put a man back on it. (Mentioned elsewhere)
Margaret Hargis, member, stated that her job was harder than many men's jobs. (She is on drill press.)
Fannie Young, member, said that "it looks liks they put women on hard jobs and men on easy ones."
Thora Cargal now has taken up a new complaint which has got past the Superintendent asking for $1.09 on the job she is now on.

Training and Upgrading Opportunities:
Women are upgraded only on women's jobs and according to seniority. None of women interviewed felt that the previous Committee had tried to do much for the women. There are men's jobs that women could do as they are easier than many women's jobs.

5 Seniority Rights:
Four women members (all old employees, formerly in Trim Department) felt that the men did not want the women in the plant, that the foremer Committee had done nothing for the women and they say that many women are worried about their jobs after the war.

Special Activities in regard to Community Services:
None.

Attitude of local union officials interviewed toward special problems of women:

(President said that the men generally in the plant had thought of the women as a "wartime necessity.")

Continued Employment:
President and Chairman of the Bargaining Committee both have very good attitude. President thinks that perhaps the jobs will have to be re-classified throughout the plant and rates set for jobs as at present the majority of women's jobs are in aircraft and when the company converts to trucks again this would leave the women out since aircraft jobs are all new jobs.

6 Equal Pay:
President felt that other problems in the Local had overshadowed the women's problems in the past. (Agent feels that he and the Chairman of the Bargaining Committee have just begun to realize the importance of straightening out questions of equal pay and seniority for women. These matters were discussed at some length.)

Other:
President felt that the union had not done anything to educate the membership. He thought that it was difficult as many of their members come from the country and expect after the war that they can go back to farming if there are no jobs. Also the union has lost much of its leadership through the draft and these men who do not feel themselves to be permanent industrial workers are not interested. The younger members are only interested in getting the money and spending it. He said that the International UAW Educational Staff member has promised to come in and help work out a program.

Opinion of interviewed women as to adequacy of union program regarding women:

The older women say that the men have never done anything for the women. They are dissatisfied about the unequal pay and the seniority and feel that there should be women on the Bargaining Committee.
The younger women interviewed think the program inadequate but that the women won't take interest, attend meetings, etc. They agree with the older women on the equal pay and seniority questions but think that none of the women are capable of negotiating with G.M.C. at present. They are co-operating with the Political Action Committee of the State CIO ~~x~~ Council which is including women's problems in the Political Action program.

CONTRACT

P R MALLORY AND CO INC. INDIANAPOLIS, INDIANA

37

UNION

UERMWA
CIO
LOCAL 1001
INDIANAPOLIS, INDIANA
26

LOCAL WAS ORGANIZED IN 1933

WOMEN HAVE BEEN MEMBERS SINCE 1933

TYPE OF WORKER: PRODUCTIVE MAINTENANCE (NOW INCLUDES GUARDS)

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
P.R. MALLORY & CO. INC.	1980	2420	1980	2420

55 55 55.0

T 4400

	M	W
INITIATION	$2	$2
DUES	$1	$1
FINES	-	-

UNION COMMITTEES ON WHICH WOMEN SERVE
SICK RELIEF
HOUSING
PUBLICITY
POLITICAL ACTION
ENTERTAINMENT
CONSTITUTION & BY-LAWS
ANTI-DISCRIMINATION
FINANCE

OTHER COMMITTEES
ATHLETIC
RESOLUTION
DELEGATES TO INDIANAPOLIS INDUSTRIAL UNION COUNCIL - MEN 3: WOMEN 3

UNION OFFICES HELD BY WOMEN
RECORDING SECRETARY
FINANCIAL SECRETARY
ASSISTANT FINANCIAL SECRETARY
TRUSTEE

ATTENDANCE
FAIR - WOMEN ATTEND AS WELL AS MEN

PLANT-UNION

PRODUCT
RADIO AND RADAR PARTS

UNION HAD FIRST CONTRACT WITH PLANT IN 1933

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1933

PAYMENT OF DUES: STEWARD

WOMEN WERE ON PRODUCTION IN NORMAL TIMES

BARGAINING	8 MEN	1 WOMAN
LABOR MANAGEMENT	2 MEN	1 WOMAN
SHOP STEWARD	43 MEN	52 WOMEN
GRIEVANCE	3 MEN	0 WOMEN

(COMPOSED OF PRESIDENT, VICE-PRESIDENT, AND 3 PLANT CHAIRMEN)

NO OTHER UNION COMMITTEES IN PLANT

CONTRACT

CONTRACT EXPIRES MAY 29, 1944

KIND OF CONTRACT. MAINTENANCE OF MEMBERSHIP

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

CONTRACT DOES NOT PROVIDE AUTOMATIC PROGRESSION POLICY.

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

NO MENTION OF WOMEN IN CONTRACT - CONDITIONS OF EMPLOYMENT AND PROVISIONS IN CONTRACT ARE SAME FOR MEN AND WOMEN.

SENIORITY

SENIORITY LISTS ARE MAINTAINED BY DEPARTMENT - NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN:
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH - 1 YEAR
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - NOT STATED

PAID VACATIONS
IF IN EMPLOY OF CO. 1 YEAR AND HAVE WORKED MORE THAN 6 MONTHS ENTITLED TO 1 WEEK WITH PAY - AN ADDITIONAL DAY'S VACATION WITH PAY IS ALLOWED FOR EACH ADDITIONAL YEAR UP TO 2 WEEKS VACATION
11/44 - WLB approved:
After 6 yrs - 2 wks vacation with pay
After 5 yrs - 2 wks...

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS"

THERE ARE JOBS THAT ARE MEN'S BECAUSE THEY ARE TOO HEAVY FOR WOMEN. W. WILL BE PUT ON SOME OF THESE IF MORE MEN ARE DRAFTED AND QUESTIONS OF WEIGHT LIFTING HAVE COME UP.

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DECIDED BY MANAGEMENT. IF THERE IS COMPLAINT THEN UNION TAKES UP QUESTION.

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN.

NONE OF PEOPLE INTERVIEWED THOUGHT WOMEN WERE KEPT ON LOWER PAID JOBS LONGER THAN MEN.

D & PW SENIORITY

SENIORITY LISTS ARE MAINTAINED BY DEPARTMENT AND PLANT WIDE (NOT BY SEX)

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION
LAY-OFF
REHIRING

WOMEN ARE ON ALL 3 SHIFTS PLACEMENT DEPENDS ON SENIORITY - NEW EMPLOYEES ARE HIRED AND TRAINED ON FIRST SHIFT BUT OLDER EMPLOYEES ARE GIVEN PREFERENCE OF SHIFT AND CAN BID AS VACANCIES OCCUR. NEW EMPLOYEE THEN TAKES JOB LEFT OPEN. HOWEVER W. WITH SMALL CHILDREN ARE PLACED ON FIRST SHIFT IF THEY PREFER IT.

REST PERIODS
PLANT DOES NOT PROVIDE FORMAL REST PERIODS EXCEPT WHERE THERE IS CONVEYOR OR GROUP WORK. IN THIS CASE THERE ARE TWO 5" REST PERIODS EACH SHIFT. THESE ARE PAID FOR MEN AND WOMEN ALIKE.

LUNCH PERIOD
MEN AND WOMEN - 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE - 1 YEAR TIME LIMIT
SENIORITY RIGHTS ARE RETAINED
NOT PAID

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON PIECE WORK

NO OCCUPATIONS OR RATES ARE LISTED BY SEX.

WLB CASE

REGIONAL NUMBER. 6-13083

STATUS OF CASE. SETTLED BY REGIONAL BOARD

TYPE OF CASE. VOLUNTARY

11/44 WLB PARTIALLY APPROVED JOINT APPLICATION OF PARTIES

ISSUES
APPROVAL OF CONTRACT CHANGES - VACATION PLAN, GENERAL WAGE INCREASE

RULING
APPROVED CONTRACT CHANGES GRANTING WAGE INCREASE OF 5¢

WOMEN BENEFITTED FROM CASE BY WAGE INCREASE OF 5¢ PER HOUR AND BY IMPROVED VACATION PLAN.

Ruling:
11/44 - Req. WLB partially approved joint application of parties

4/44

Union Program for Increasing Women's Participation in Union Activities:

Work of various committees mentioned.
Get out monthly newspaper. Contains articles and news notes which should interest women.
Sent woman to recent conferences in New York called by International Union to make plans for training and upgrading women to take places of men as they continue to be drafted.

Attitude of Local Union Officials Interviewed toward:

Continued Employment of Women:
Mary Lovell, Rec. Secy., thinks that about 75% of the additional number of women that have come into the plant since the war will remain after the war.

Equal Pay:
Officers take this for granted. Jobs are rated and whoever does them gets the rate for the job.

Union Program for Increasing Women's Participation in Union Activities:

Equal pay for Equal Work:
Equal pay is in effect in plant. Union secured equal pay by negotiation.

Training and Upgrading Opportunities:
Is policy to upgrade women. No special training which union is responsible for. This is done in plant. Union sent woman to N. Y. Conference called by International Union at which this question was discussed.

Seniority Rights:
Equal seniority is policy.

Special Activities in Regard to Community Services:
Do not think so much is necessary along this line. Stores are open one night a week for shopping and this seeems to be adequate. The Mallory Co. operates a day nursery near the plant.
Local cooperates with State CIO Political Action Committee which is trying to interest women members.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

Continued Employment:
See above.

Equal Pay:
See above.

Other:
Cooperates with community organizations which have special program for women workers--YWCA and "As You Like It Club" (Mallory women's organization). Publicity given these groups in union paper.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Three women interviewed seem to feel that the union covers the things that are most important for them.

AMERICAN BEARINGS CORP. INDIANAPOLIS, INDIANA 26

UNION

UERMWA 3.
CIO
LOCAL 904
INDIANAPOLIS, INDIANA
26

LOCAL WAS ORGANIZED ON MARCH 8, 1943

WOMEN HAVE BEEN MEMBERS SINCE MARCH 8 1943

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION MEMBERS M	UNION MEMBERS W
AMERICAN BEARINGS CORP.	490	190	435	190
		28✓		30✓
		30.4		
	T 680.		625	

	M	W
INITIATION	$2	$2
DUES	$1	$1
FINES	-	-

UNION COMMITTEES ON WHICH WOMEN SERVE
WELFARE - WOMAN CHAIRMAN
POLITICAL ACTION
ENTERTAINMENT

OTHER COMMITTEES
NONE

LOCAL UNION OFFICES HELD BY WOMEN
NONE (SOME RAN FOR OFFICE BUT WERE NOT ELECTED)

ATTENDANCE AT MEETINGS
WOMEN ATTEND WELL - BETTER THAN MEN.

PLANT UNION

4 PRODUCT
BRASS AND STEEL BEARINGS OF ALL SIZES

UNION HAD FIRST CONTRACT WITH PLANT MARCH 8, 1943

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE MARCH 8, 1943

PAYMENT OF DUES: CHECKOFF

WOMEN'S UNION ACTIVITIES IN PLANT ✓

CONTRACT	4 MEN	1* WOMAN
LABOR-MANAGEMENT	-	-
SHOP STEWARDS	NR	1 WOMAN
GRIEVANCE	5 MEN**	0 WOMEN

NO OTHER UNION COMMITTEES IN PLANT

* SMALL LATHE DEPT. - (NO MAN STEWARD)
** NOT SET UP BY DEPT. - CONSISTS OF PRES., SEC'Y., AND 3 CHIEF STEWARDS.

W NOT ON PRODUCTION IN NORMAL TIMES

CONTRACT

CONTRACT EXPIRED MARCH 8 1944 - NEW CONTRACT HAS BEEN AGREED TO AND IS PENDING BEFORE NLB.

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN. ✓

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN 0

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY
"NO DISCRIMINATION" CLAUSE ✓
EQUAL PAY CLAUSE
RATE OF JOB REGARDLESS OF SEX

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

WOMEN MENTIONED IN EQUAL PAY CLAUSE, NO DISCRIMINATION CLAUSE, WEIGHT-LIFTING AND MATERNITY CLAUSES

SENIORITY

D SENIORITY LISTS ARE MAINTAINED BY DEPARTMENT - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF, REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
MEN AND WOMEN.
30 MIN. NOT PAID FOR ON 1ST AND 2ND SHIFTS
20 MIN. PAID FOR ON 3RD SHIFT

3RD SHIFT WORKS 6 HOURS AND PAID FOR 8

LEAVE OF ABSENCE
MAXIMUM LENGTH 6 MONTHS

LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED

PAID VACATIONS
1 YEAR'S SERVICE - 44 HRS PAY
6 MO. SERVICE - 22 HRS. PAY
5 MO. SERVICE - CREDIT GIVEN IN FOLLOWING YEAR

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS" M

THERE ARE ____ MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB ✓

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOB IS DETERMINED BY MANAGEMENT (NO QUESTION EXCEPT IN REGARD TO WEIGHT-LIFTING) M

CONTRACT PROVIDES THAT FEMALES ARE NOT TO BE REQUIRED TO LIFT HEAVY WEIGHTS - IN CASE OF COMPLAINT THIS WOULD COME TO UNION COMMITTEE

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN ✓

NO - ALL PERSONS INTERVIEWED STATE THAT WOMEN ARE UPGRADED SAME AS MEN 0

SENIORITY

D SENIORITY LISTS ARE MAINTAINED BY DEPARTMENT - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF, REHIRING

PLANT OPERATES 3 SHIFTS WOMEN ON ALL SHIFTS. SHIFT PLACEMENT DOES NOT DEPEND ON SENIORITY - NEW EMPLOYEES ARE HIRED TO FILL VACANCY ON ANY SHIFT - TRANSFERS ARE MADE BY SENIORITY. NEW EMPLOYEE MAY STAY ON SHIFT ON WHICH HIRED. IS NOT NECESSARILY TRANSFERRED TO NIGHT SHIFT AFTER TRAINING

REST PERIODS
NONE PROVIDED BY PLANT

LUNCH PERIODS
MEN AND WOMEN:
30 MIN. NOT PAID FOR ON 1ST AND 2ND SHIFTS
20 MIN. PAID FOR ON 3RD SHIFT

PREGNANCY POLICY
LEAVE OF ABSENCE - 6 MONTHS - WITHOUT PAY SENIORITY RIGHTS ARE RETAINED

L y a
M - NS

JOB AND RATE SHEET T
MAJORITY OF WOMEN ARE ON TIME WORK
NO OCCUPATIONS AND RATES ARE LISTED BY SEX ✓

W.L.B. CASE

REGIONAL NUMBER - NR

STATUS OF CASE: PENDING BEFORE REGIONAL BOARD

TYPE OF CASE: VOLUNTARY

ISSUES
APPROVAL OF NEW CONTRACT
NO MAJOR CHANGES
5¢ WAGE INCREASE AGREED ON BETWEEN CO. AND UNION

4/6/44

Mr. John Schaff - President
Miss Kay Parsal - Member
Mr. John F. Nordman - Int. Rep.

Union Program for Increasing Women's Participation in Union Activities:

Mr. Schaff said that there had been no special program for increasing interest except in recreational field. Have had women's bowling league.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
No question. Women have same seniority rights as men.

Equal Pay:
State that jobs should be rated as jobs and whoever does the job gets the rates of pay for job. Has been no problem of unequal pay.

Union Program for Increasing Women's Participation in Union Activities:

Equal pay for equal work:
Establishes rates for jobs and women get those rates same as men.

Training and upgrading opportunities:
Have automatic progression on all jobs from starting to top rates. Same for men and women.

Seniority Rights:
Same for men and women.

Special Activities in Regard to Community Services:
Cooperates in program of State Political Action Committee -- CIO which includes women's problems.
Miss Parsal stated that there was a need for day nurseries. Union has not taken part in anything along this line in community.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

Continued Employment:
No special problem. Seniority takes care of this. Union officers and representatives do not think of women separately in this connection as they think only of straight seniority. Of course, they expect to provide jobs for returned service men after the war.

Equal Pay:
Establish rates for job and there is no question of women's rates.

Other:
Mr. Schaff did not seem to have given much thought to special women's problems or to some of the community problems that affect women. Mr. Nordman said that he had just come in to Indianapolis recently and that he expected to try to promote a program that would help to educate the union members.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Miss Parsal said that the UE "did a good job for the women." She did not have criticisms of the program. She said that the women did not object to working 7 days a week (56 hour week with 1 Sunday off per month) as they liked to get the overtime. Also many have sons in service and want to do all they can to help in war effort. The hours are from 7 am to 5:30 pm on day shift and this gave time in afternoons for other things.

CONTRACT

SUNBEAM ELECTRIC MFG. CO. - EVANSVILLE INDIANA

40

UNION

UERMWA
CIO
LOCAL 813
EVANSVILLE, INDIANA

LOCAL WAS ORGANIZED IN 1941

WOMEN HAVE BEEN MEMBERS SINCE 1941

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
SUNBEAM ELECTRIC (ABOUT 1800 LAID OFF IN RECENT CUTBACK)	720	480	95%	95%
FAULTLESS CASTER* (NO CONTRACT YET)	120	180	NR	NR
SIMPSON MFG. CO.*	12	6-8	12	6-8

*not scheduled

	M	W
INITIATION	$2	$2
DUES	$1	$1
FINES	-	-

COMMITTEES ON WHICH WOMEN SERVE
POLITICAL ACTION

OTHER COMMITTEES
NR

UNION OFFICES HELD BY WOMEN
FINANCIAL SECRETARY

ATTENDANCE AT MEETINGS
FAIR - WOMEN DO NOT ATTEND SO WELL AS MEN - HAVE OTHER INTERESTS - USO ETC - AND HOME RESPONSIBILITIES AND YOUNGER GIRLS HAVE OTHER INTERESTS

PLANT-UNION

PRODUCT
REFRIGERATION REPAIR SERVICE, RIFLE GRENADES, AIRCRAFT PARTS, BOOSTERS FOR SHELLS, METAL SHELL CONTAINERS

UNION HAD FIRST CONTRACT WITH PLANT IN 1941

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1941

PAYMENT OF DUES: CHECKOFF

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING (NO WOMEN ON SUBCOMMITTEE TO MEET WITH MANAGEMENT)	28 MEN	12 WOMEN
LABOR MANAGEMENT	14 MEN	0 WOMEN
SHOP STEWARD	29 MEN	7 WOMEN
GRIEVANCE	6 MEN	1 WOMAN

NO OTHER UNION COMMITTEES IN PLANT

PLANTS ARE DISTRICTED SO THAT 1 CHIEF STEWARD REPRESENTS EACH 200 WORKERS - ALSO HAVE 1 BUILDING STEWARD IN EACH PLANT.

ONLY 1 WOMAN STEWARD - IN PLANT WHERE MORE WOMEN ARE EMPLOYED THO ALL PLANTS HAVE WOMEN.

GRIEVANCE COMMITTEE - HAS MEMBERS FROM EACH OF 3 PLANTS - NUMBER NR

CONTRACT

CONTRACT EXPIRES DEC. 1944 (WAGE QUESTION STILL PENDING DECISION OF WLB)

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

TO CONTINUE UNTIL EITHER PARTY GIVE NOTICE

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY RATE OF JOB REGARDLESS OF SEX.

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN *

WOMEN MENTIONED IN PROVISIONS REGARDING LABOR GRADES

SENIORITY

D PW

SENIORITY LISTS ARE MAINTAINED: 1ST BY DEPARTMENT 2ND BY PLANT-WIDE

NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN: PROMOTION, LAY-OFF, REHIRING

SHIFT PREFERENCE BY SENIORITY

REST PERIODS: NO PROVISION

LUNCH PERIODS: NO PROVISION

LEAVE OF ABSENCE: MAXIMUM LENGTH - 1 YEAR

LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED

PAID VACATIONS: 1 WEEK WITH PAY - FOR 2 YEARS CONTINUOUS SERVICE AS OF OCT. 1ST

2 WEEKS WITH PAY - FOR 5 YEARS CONTINUOUS SERVICE AS OF OCT. 1ST

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS"

THERE ARE NO MEN'S JOBS ON WHICH W. ARE EMPLOYED (FORMERLY MACHINE ADJUSTERS JOBS ON DRAW PRESSES WERE MEN'S JOBS AND UNION PRESSED CASE FOR UPGRADING W. AND WON)

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB.

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT.

NR ON HOW COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN.

PERSONS INTERVIEWED SAID THAT THIS WAS TAKEN CARE OF BY AUTOMATIC INCREASES - WOMEN ADVANCE SAME AS MEN.

D-Dur-PW SENIORITY

SENIORITY LISTS ARE MAINTAINED BY -
1ST. DEPARTMENT.
2ND. DIVISION
3RD. PLANT WIDE

NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN: PROMOTION, LAY-OFF, REHIRING

PLANT OPERATES 3 SHIFTS - WOMEN ARE ON 1ST AND 2ND SHIFTS

PLACEMENT DEPENDS ON SENIORITY - NEW WORKERS ARE HIRED IN FOR EITHER SHIFT ABOUT AS MANY FOR ONE AS OTHER - OLDER EMPLOYES HAVE THEIR PREFERENCE OF SHIFT BY SENIORITY.

REST PERIODS: FORMAL REST PERIODS FOR MEN AND WOMEN. PAID FOR

LUNCH PERIODS: MEN AND WOMEN - 30 MINUTES NOT PAID FOR

PREGNANCY POLICY: LEAVE OF ABSENCE - 1 YEAR - WITHOUT PAY

SENIORITY RIGHTS ARE RETAINED.

L of a
M - NS

JOB AND RATE SHEET: MAJORITY OF WOMEN ARE ON TIME WITH INCENTIVE IN DEPTS. WHERE IT CAN BE WORKED OUT.

OCCUPATIONS AND RATES ARE NOT LISTED BY SEX.

W.L.B. CASE

REGIONAL NUMBER - NA

STATUS OF CASE - NATIONAL WLB APPROVED CONTRACT ON MARCH 31, 1943 WAGE QUESTION IS PENDING BEFORE NATIONAL WLB

TYPE OF CASE - DISPUTE

ISSUES	RULING
MAINTENANCE OF MEMBERSHIP	APPROVED CONTRACT AND ORDERED MAINTAINENANCE OF MEMBERSHIP AND CHECKOFF OF DUES. WAGE QUESTION STILL PENDING
CHECK-OFF	
INCREASE IN WAGE RATES TO THOSE OF INDUSTRY IN AREA	

11/14/44

Mr. James Payne - Field Organizer
Miss Mary Sweat - Int. Rep.
Miss Agnes Schenk - Financial Secretary
Mrs. Emma Lynn - Shop Steward

Union Program for Increasing Women's Participation in Union Activities:

Tried to form a girl's council which would be responsible for women's problems but only 18 girls responded.
One woman member was on city Child Care Committee.
Monthly newspaper published and distributed by Local.

Attituude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Payne said that there was no question about this--women have same seniority protection as men. From several grievance cases related agent would judge that Mr. Payne and men officers have fought very hard to succeed in getting same treatment for women as men.

Equal Pay:
No question as to attitude of men officers as they succeeded in getting the women upgraded to jobs as machine adjusters on draw presses and also in getting equal starting rate for women in labor grade.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
Mr. Payne mentioned one grievance which had been handled successfully which involved equal pay. Agnes Schenck and Mrs. Lynn said that women got equal pay.

Training and Upgrading Opportunities:
Mr. Payne said women were upgraded same as men by automatic increases but that union had had to press for upgrading women to jobs as machine adjusters.

Seniority Rights:
Same for men and women according to all persons interviewed.

Special Activities in Regard to Community Services:
Mr. Payne and Agnes Schenk reported that one member had been on a city Child Care Committee. She is not now working in the shop, however.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

See above for - Continued Employment
Equal Pay

Other
Mrs. Lynn, an older woman, who has been in shop about a year, said that the spirit of the U.E. was fine and that the men really fight for the women.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Women interviewed thought the union program was adequate as far as they knew. They said that they had tried in every way to get the women to take more interest but that it was very hard to do.

(Contract art 8, sect 2 and 5c:
Jobs are rated by "Labor Grades", the highest paid being L.G. 1. During war time all workers are to get Grade 10 or above. But men are to get a minimum of 70¢ and 65¢ is to be the women's lowest rate, in that grade.)

CONTRACT

CHRYSLER CORP. EVANSVILLE, INDIANA

43

UNION

UAAAIWA 2

CIO

LOCAL 705

EVANSVILLE, INDIANA

25

LOCAL WAS ORGANIZED IN 1937

WOMEN HAVE BEEN MEMBERS SINCE JUNE 1942

TYPE OF WORKER:
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT W	UNION W
CHRYSLER CORP.	2700 1300	2100 1200

(AT PEAK THERE WERE ABOUT 12000 EMPLOYEES AND IN NORMAL TIMES 9000)

38 ✓ 36

36.4

INITIATION $5
DUES $1
FINES —
ASSESSMENT BY INT. UNION FOR YEAR $1

WOMEN'S UNION ACTIVITIES
RECREATION COMMITTEE 7 Ent
DANCE COMMITTEE
WOMEN REPORTED TO BE RELUCTANT TO ACCEPT JOBS. ARE NOMINATED BUT DECLINE

OTHER COMMITTEES
EDUCATION RECREATION
POLITICAL ACTION
CREDIT UNION

OFFICES HELD BY WOMEN
DELEGATE TO EVANSVILLE INDUSTRIAL UNION COUNCIL
NONE

ATTENDANCE
POOR. ORDINARILY THERE ARE ABOUT 12 WOMEN AND 50 MEN AT MEETINGS. IF THERE IS AN ISSUE OF IMPORTANCE TO BE DISCUSSED THEY ATTEND PRETTY WELL. WHEN LAY-OFF WAS DISCUSSED THE HALL WAS PACKED.
Not as well as men

PLANT-UNION

1 PRODUCT
NORMAL TIMES - ASSEMBLY OF PLYMOUTHS
WAR PRODUCT - STEEL AND BRASS CASES FOR AMMUNITION (NOW DISCONTINUED EXCEPT FOR ORDER WHICH CAME IN FOR REPACKING SOME SHELLS)

UNION HAS HAD CONTRACT WITH PLANT SINCE 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE JUNE 1942

PAYMENT OF DUES
STEWARD
UNION OFFICE

A FEW WOMEN WERE ON SEWING IN NORMAL TIMES ✓

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING COMM.	6 M. 0 W.
LABOR MANAGEMENT COMM.	3 M. 0 W.
CHIEF SHOP STEWARD	10 M. 0 W.

(THIS NUMBER REDUCED SINCE LAY-OFF AND WILL BE REDUCED FURTHER)

GRIEVANCE COMM. - NO SEPARATE COMM

NO OTHER UNION COMMITTEES IN PLANT

CONTRACT

CONTRACT EXPIRES NOV. 30, 1944

KIND OF CONTRACT - EXCLUSIVE BARGAINING AGENT

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN.

CONTRACT DOES NOT PROVIDE AUTOMATIC PROGRESSION POLICY (IS AN ISSUE BEFORE WLB)

CONTRACT DOES NOT ✗ OBVIATE WAGE DISCRIMINATION AGAINST WOMEN.

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN.

CONTRACT DOES NOT MENTION WOMEN.

D (Dw) SENIORITY

SENIORITY LISTS ARE MAINTAINED BY DIVISION - NOT BY SEX

(EMPLOYEES WITH SENIORITY PRIOR TO JAN. 1 1938 (NO WOMEN IN PLANT) HAVE SENIORITY OVER THOSE HIRED AFTER THAT DATE) ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
MEN AND WOMEN
15 MINUTES WHEN ON 3 SHIFTS. PAID FOR

LEAVE OF ABSENCE
MAXIMUM LENGTH - 1 YEAR
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - NOT STATED.

PAID VACATIONS
NO PROVISION

PLANT PRACTICES

THERE ARE NO WOMEN'S JOBS (BUT WOMEN ARE MOSTLY STARTED AS INSPECTORS AND MACHINE TENDERS)
THERE ARE NO MEN'S JOBS ON WHICH W. ARE EMPLOYED
INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB) ✓

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT.

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT.

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN ✓

NONE OF PERSONS INTERVIEWED FELT THAT W. ARE KEPT ON LOWER PAID JOBS LONGER THAN MEN. W. DO NOT HAVE ENUF SENIORITY AND NOT ENUF MEN HAVE BEEN DRAFTED TO OPEN UP SOME JOBS THAT THEY CAN BE TRAINED TO DO.

Dw + D SENIORITY

SENIORITY LISTS ARE MAINTAINED 1ST BY DEPT. 2ND BY DIVISION - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES 2 SHIFTS W. ARE ON BOTH.
PLACEMENT DEPENDS ON SENIORITY - OLDER EMPLOYEES HAVE PREFERENCE OF SHIFT.

REST PERIODS
NO FORMAL REST PERIODS.

LUNCH PERIOD
MEN AND WOMEN. 30 MINUTES NOT PAID

PREGNANCY POLICY
LEAVE OF ABSENCE 1 YEAR WITHOUT PAY SENIORITY RIGHTS ARE RETAINED.
L of a
M-NS

JOB AND RATE SHEET T
MAJORITY OF WOMEN ARE ON TIME WORK
OCCUPATIONS AND RATES ARE NOT LISTED BY SEX X

WLB BOARD

NUMBER - NA

STATUS OF CASE PENDING BEFORE NATIONAL BOARD

TYPE OF CASE - DISPUTE

ISSUES

CONTRACT CHANGES:
TRANSFERS & AUTOMATIC PROG.
PAY FOR 3 HRS. REPORTING TIME
TIME AND A HALF FOR 6TH CONSECUTIVE DAY WORKED IN A WEEK
WAGE INCREASE FOR EMPLOYEES ON PAYROLL PRIOR TO JUNE 2, 1941

NO ISSUES AFFECTING WOMEN SEPARATELY FROM MEN.

4/20/44

- Mr. John Sterneman - Financial Secy.
Mr. Kermit Sparrow - President
Mrs. Juanita Ragsdale - Union Member
Mrs. Pearl Patton - Union Member

Union Program for Increasing Women's Participation in Union Activities:

Nothing reported except recreational activities -- bingo, etc.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Sterneman said that he thought many women would not want to work. Does not know how many women will want to or have to continue working. Mr. Sparrow said he did not think there would be any women in the plant if they converted to regular peace time work as done before the war (assembly of Plymouths). He said that the work was not work that women could do. Also he said that women would not have enough seniority as it was not likely that they would operate 3 shifts and that there would be enough men with seniority to fill the jobs.

Equal Pay:
Mr. Sterneman said that they establishe d rates by the job and that women receive that rate.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
Women get rates for job same as men. All persons interviewed stated this.

Training and Upgrading Opportunities:
Upgrading done on merit, ability and seniority. Mrs. Ragsdale said that she had heard of no complaints from women in this connection.
Mrs. Pearl Patton also said that she did not know of any complaints that women were not upgraded.
Mr. Sparrow said that there were more jobs that women could do if there had been enough of a labor shortage to make it necessary to put women on them. (No women were in gage and none were machine adjusters.)

Seniority Rights:
Same for men and women. Problems affect men and women same. Mrs. Patton said that she would have lostm her seniority when she was out sick if the union had not fought to see that her case was handled fairly. She said she worked with so much speed, being constantly pushed by supervisor, that she got sick and asked the foreman for sick leave. After she left she learned that he had reported that she had quit to get other work. Through the union she got her sick leave pay and also kept her seniority.

Special Activities in Regard to Community Services:
None reported.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

See above for "Continued Employment" and "Equal Pay"

Other:
Mr. Sterneman said that men in plant rather resented women coming in at first.
Mr. Sparrow said that most of the woemn were women who were there for the money and that they were not interested in other things. He said that they knew the women would be there only for the duration (peace time work too heavy for women). He did not seem to have considered the women as possible leaders in the union at all.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Mrs. Ragsdale felt that the men were not concerned about the women's problems in the plant. She said that there should be women stewards and that the men stewards they had had in her department did not do anything for them. She said that the women were like herself, "dumb" and they did not understand the contract, how the seniority provisions worked out, etc. She is a very bright young woman. Agent told her of plan UE representative had reported for St. Louis region (women to be elected by various departments in plants and sent to school with time paid for--) She thought that would be excellent, that women would respond and that it would make a great difference in the plant to have women ~~kx~~ who had had some training come back in plant and take more active part.

Mrs. Patton said that the women did not take as active part at meetings as the men. She felt that the union had done a wonderful thing by having an agreement which took care of seniority as there would have been so much partiality shown if there had been no union when the lay-off came. She said that the union gave her so much more help than the Red Cross did when there was a flood here which rose nearly to the ceiling of her house.

Plant Practices p. 6 of Schedule Seniority:

visual

* Previous to lay - off,/inspection and machine tenders jobs were women's but since lay-off, men had bumped into those departments and now both men and women do those jobs.

CONTRACT

+ (f)

US RUBBER CO. INDIANAPOLIS, INDIANA 26

44

UNION

URWA 5

CIO

110

INDIANAPOLIS, IND.

26

LOCAL WAS ORGANIZED IN 1937

WOMEN HAVE BEEN MEMBERS SINCE 1937

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
US RUBBER INDIANAPOLIS PLANT	920	1380	920	1380
	60 ✓		60 ✓	
	T 2300	-	2300	60.0

INITIATION $2

DUES $1

FINES -

COMMITTEES ON WHICH WOMEN SERVE

ENTERTAINMENT COMM. - 6 OR 8 WOMEN

OTHER COMMITTEES

NONE

OFFICES HELD BY WOMEN

NONE

ATTENDANCE

AVERAGE - 10-15 WOMEN PER MEETING Poor

MEN AVERAGE AROUND 100.

PLANT

PRODUCT

AUTO AND TRUCK TIRES AND TUBES - BICYCLE TIRES FUEL CELL TANKS FOR AIRPLANES, FERRY TANKS

UNION HAS HAD CONTRACT WITH PLANT SINCE 1937.

WOMEN IN THIS PLANT HAVE BEEN MEMBERS SINCE 1937

PAYMENT OF DUES - UNION OFFICE

WOMEN WERE ON PRODUCTION IN NORMAL TIMES. ✓

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING COMM. 7M. 0 W

LABOR MANAGEMENT COMM. 6M. 2 W.

SHOP STEWARD 90M. 1 W.

NO SEPARATE GRIEVANCE COMM.

NO OTHER UNION COMMITTEES IN PLANT

DEPT.	NUMBER EMP. M	NUMBER EMP. W	SHOP STEWARD M	SHOP STEWARD W	GRIEVANCE COMM. M	GRIEVANCE COMM. W
AIRPLANES	6	31	0	1	EXECUTIVE BOARD	
PIPE SHOP	NR	0	1	-	IS GRIEVANCE COMM.	
FINISH DEPT. (AUTO TUBES)	10	25	1	0		
BICYCLE TUBES	2	28	1	0		

TOTAL DEPTS - 32

1 STEWARD FOR EACH DEPT. ON EACH SHIFT

CONTRACT

CONTRACT EXPIRES MAY 1, 1944

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN.

CONTRACT DOES NOT PROVIDE AN AUTOMATIC PROGRESSION POLICY.

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY "NO DISCRIMINATION CLAUSE" AND BY EQUAL PAY CLAUSE ✓

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY GIVING MEN ON W'S JOBS ON 3RD SHIFT 10¢ ABOVE W'S RATE FOR JOB - NO W. ON 3RD SHIFT AT TIME

WOMEN ARE MENTIONED IN CONTRACT - SEE ABOVE

SENIORITY

SENIORITY LISTS ARE BY DEPARTMENT - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION LAY-OFF REHIRING

REST PERIODS

NO CONTRACT PROVISION

LUNCH PERIOD

NO CONTRACT PROVISION

LEAVE OF ABSENCE

NO CONTRACT PROVISION

PAID VACATIONS

EMPLOYEES HAVING 1 YEAR'S SENIORITY AND LESS THAN 5 HAVE 1 WEEK'S VACATION PAY AT 2% OF THEIR EARNINGS FOR THE YEAR

EMPLOYEES HAVING 5 YEAR'S SENIORITY HAVE 2 WEEK'S VACATION PAY AT 4% OF THEIR EARNINGS FOR THE YEAR.

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH W. ARE EMPLOYED. C.W. ON ABOUT 25% MORE MEN'S JOBS THAN BEFORE THE WAR) ✓

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB. NOR AT SAME RATE X

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT M

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT - IF THERE IS A COMPLAINT AFTER WORKER PUT ON A JOB BY MANAGEMENT IT COMES TO UNION COMMITTEE X

(FOR OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN SEE NEXT PAGES) ✓

SENIORITY

D

SENIORITY LISTS ARE BY DEPARTMENT - BY SEX X (LIST BY SEX DUE TO FACT THAT THERE ARE WOMEN'S JOBS AND MEN'S JOB. BUT AS WOMEN GO ON MEN'S JOBS THEY HAVE THE SAME SENIORITY WITH THE MEN)

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION LAY-OFF REHIRING

PLANT OPERATES 3 SHIFTS WOMEN ARE ON 3 SHIFTS PLACEMENT DEPENDS ON SENIORITY

REST PERIODS

NO PROVISION

LUNCH PERIOD

MEN AND WOMEN 24 MINUTES PAID FOR

PREGNANCY POLICY

LEAVE OF ABSENCE GIVEN IN INDIVIDUAL CASE

NO DEFINITE TIME (HAS BEEN GIVEN UP TO 1 YEAR)

SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB AND RATE SHEET T

MAJORITY OF WOMEN ARE ON TIME WORK - HOURLY BASE RATE PLUS INCENTIVE ✓

WLB CASE

REGIONAL NUMBER NR

STATUS OF CASE SETTLED

TYPE OF CASE NR

ISSUES

APPROVAL OF CONTRACT BETWEEN PARTIES

NO ISSUES SPECIALLY AFFECTING WOMEN

ISSUES

APPROVED CONTRACT

WOMEN REPORTED THEY HAD WAGE INCREASE THRU UNION - DID NOT INVOLVE EQUAL PAY

5/8/44

Mr. W. Jelf - President
Miss Irma Jean Cornell - Shop Steward
Mrs. Gainnes Witt - Union Member
Miss Julia McGuirk - Trustee
Mr. C. M. Ferguson - Ex. Bd. Member
Miss Eula Ellis - Former Shop Steward

Union Program for Increasing Women's Participation in Union Activities:

Have not done anything especially to interest women. Now beginning to plan social affairs for members.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Jelf thinks women will continue to work in plant but not as large a number as at present as service men will return to jobs.
Mr. Ferguson expressed the feeling that women should continue to work on women's jobs. He thinks that women are doing jobs that are too hard for them now.

Equal Pay:
Mr. Jelf thought that there should be a rate for the job and that women should get the same rate as the men.
Mr. Ferguson thought that women should be paid the same rate as men when they went on the men's jobs as the company would hire more women if the rates were lower and the men would be out.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
Has established same base rates for men and women on all jobs but starting rate and automatic progression is lower for women -- Jelf and Cornell
Miss Cornell feels that union could get extra bonus for women as well as men who work on female jobs on third shift. (This provision was made when women worked only on Shifts 1 and 2 and men had to do those jobs on third.)
Miss McGuirk reported that rate had been cut on scrap (sortingx and separating fabric from rubber) when women went on this work which was formerly done by men. Is new job most women start in on as new inexperienced employees. She said the union did not prevent this.

Training and Upgrading Opportunities:
Very little training and upgrading doen, men or women.
Women are on most jobs they can do. Men's jobs are too heavy for women.
Women have already been put on some jobs that are really too heavy for them. No changes have been made in jobs as women are put on them. Cornell
Other persons interviewed said no upgrading could be done. Most jobs rated about the same and additional men's jobs for women which might pay more are too heavy for women.

Seniority Rights:
All persons interviewed said that seniority rights are the same for men and women. However, there are men's jobs and women's jobs and lists are kept by sex. This does not indicate discrimination against the women as they get the same seniority rights as men when put on men's jobs.

Special Activities in Regard to Community Services:
None. Yet about 85% of women are married and community problems are thought to affect union activities though this is not whole reason whey women do not participate more.

Attitude of Local Union Officoals Interviewed Toward Special Problems of Women:

See above for Continued Employment and Equal Pay
Other: Seem to recognize that very difficult problems exist outside plant for the women but do not seem to have thought of this as union responsibility.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Miss Cornell thinks that union is strong enough to demand other things that would benefit women, the night shift bonus, equal starting rate.

Mrs. Witt thought that the union had done much for the workers in this plant but she is on 2nd shift and cannot attend meetings. She thinks that "men should get more pay."

Julia McGuirk and Lula Ellis both think that the union is not doing very much for the members now. They say that the Woman Counsellor was put in the plant to kill the union and that the union president is weak and he works with the Counsellor. They say that grievances are hot handled though the union but go through the counsellor. They think that the Grievance Committee does not demand and secure gains from the company as it should. However, they say, that the women are not active and it is very hard to get them active. Place most of blame on president -- "union used to be very good."

Opinions as to Whether Majority of Women are Kept at Lower Paid Job Longer Than Men:

Mr. Jelf said that the majority of women were on base rates around $1.06 and majority of men around $1.56. He said that much of the work was too heavy for women.
Miss Cornell said that the reason the men wereon higher rates was because of the jobs being too heavy for women. Now women are in themill room but they are in most departments in plant. They are on about 25% more men's jobs than before the war.
All persons interviewed said that most of women on men's jobs were doing work too hard for them. Julia McGuirk thought that changes could be made in the jobs so that they could be handled more easily.
All persons interviewed thought that the division of jobs by sex was on a basis of ability to do the job. The men's jobs are too hard and heavy for the women.

CONTRACT

4. (+)

DELCO REMY DIVISION GMC ANDERSON, INDIANA

UNION

UAAAIWA

CIO

662

ANDERSON, IND.

23

LOCAL WAS ORGANIZED IN 1936 WITH GUIDE LAMP LOCAL AS #146. IN 1939 REORGANIZED AS SEPARATE LOCAL #662

WOMEN HAVE BEEN MEMBERS SINCE 1936

TYPE OF WORKER. PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
DELCO REMY DIV. GMC 9 PLANTS	7500	7500	4500	4500

INITIATION $2

DUES $1

FINES —

OTHER - $1 ANNUAL ASSESSMENT BY INTERNATIONAL UNION.

COMMITTEES ON WHICH WOMEN SERVE

EDUCATION AND ENTERTAINMENT 3 W.

POLITICAL ACTION COMM. (BEING RE-ORGANIZED) 3-4 W.

OTHER COMMITTEES

BY-LAWS

NO OTHER COMMITTEE SET UP

OFFICES HELD BY WOMEN

NONE. FORMERLY HAD W. MEMBER AT LARGE ON EXECUTIVE BOARD

ATTENDANCE

WOMEN DO NOT ATTEND AS WELL AS MEN. AVERAGE ATTENDANCE OF MEN IS 100 A MEETING. WOMEN 25 A MEETING.

REASONS WOMEN DO NOT ATTEND GIVEN AS:

HOME DUTIES, LAUNDRY

ARE NOT RECOGNIZED BY MEN

ARE NOT INTERESTED BECAUSE OF DISCRIMINATION IN WAGE RATES

PLANT

3 PRODUCT

AUTO. TRUCK AND TRACTOR ELECTRICAL EQUIPMENT. ELECTRICAL EQUIPMENT FOR AIRCRAFT DIESEL ENGINES

UNION HAS HAD CONTRACT WITH PLANT SINCE 1940 (WAS RECOGNIZED BEFORE THIS BUT NO CONTRACT)

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1936

PAYMENT OF DUES. STEWARD / UNION OFFICE

WOMEN WERE ON PRODUCTION IN NORMAL TIMES. ABOUT 30% OF EMPLOYEES WERE WOMEN

WOMEN'S UNION ACTIVITIES IN PLANT

SHOP COMMITTEE / GRIEVANCE COMM. } 7 M. 0 W.

CO. UNWILLING TO FORM LABOR-MANAGEMENT COMM

SHOP STEWARDS 60 M. 10-15 W.

(STEWARDS ARE NOT RECOGNIZED BY CO. THEY REPORT GRIEVANCES TO DISTRICT COMMITTEEMEN WHO TAKE UP GRIEVANCES WITH FOREMEN AND WITH SOME SUPERVISORS AT REQUEST OF WORKER AS IS DONE BY SHOP STEWARDS IN OTHER PLANTS)

NO OTHER UNION COMMITTEES IN PLANT X

DEPT.	NO. EMPLOYED M	NO. EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W	GRIEVANCE
BUILDING ARMATURES	125	125	3	3	"SHOP COMM." IS ELECTED AT LARGE
BOOSTERS	40	25	2	3	
CONNECTING ARMATURES	NR	25	NR	0	
DIE CASTING	15	15	0	0*	

* "CANT GET STEWARDS TO SERVE IN THIS DEPT."

CONTRACT

CONTRACT EXPIRED OCT. 5, 1943. NEGOTIATIONS ON NEW MASTER CONTRACT WERE REPORTED COMPLETED AND CONTRACT CHANGES BEFORE W.L.B.

KIND OF CONTRACT MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR MEN AND WOMEN MEN - 86¢ WOMEN - 80¢

CONTRACT DOES NOT PROVIDE SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

M - BEGIN 86¢ - 10¢ INCREASE IN 30 DAYS - IN 90 DAYS ADVANCED TO TOP RATE FOR JOB.

W. BEGIN 80¢ - 5¢ INCREASE IN 30 DAYS - IN 90 DAYS TOP RATE OF JOB IN WOMEN'S CLASSIFICATIONS

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST W. BY EQUAL PAY CLAUSE

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY

1. SEPARATE NON-INTERCHANGEABLE OCC. GROUPS
2. W. ON MEN'S JOBS AT W'S RATES (LOWER THAN M.)
3. AUTOMATIC PROGRESSION POLICY.

W. ARE MENTIONED IN CONTRACT.

SENIORITY

SENIORITY LISTS ARE BY DEPARTMENT / PLANT WIDE / OCCUPATION

BY SEX X

(SEPARATE MALE AND FEMALE NON-INTERCHANGEABLE OCCUPATIONAL GROUPS)

UNION STANDS FOR RATE OF JOB - BUT CO. DOES NOT LET W. WORK ON THESE JOBS

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION / LAY-OFF / REHIRING

W. CAN WORK ON CERTAIN MEN'S JOBS BUT PROVISION OF LOCAL WOMEN'S AGREEMENT IS THAT THEY W'S RATE ON CERTAIN JOBS WHICH ARE SIMILAR TO W'S JOBS SO THEY DO SAME WORK AS MEN BUT AT LOWER W'S RATE. ON MEN'S JOBS OTHER THAN THOSE LISTED IN WOMEN'S AGREEMENT THERE IS NO DISCRIMINATION BY UNION AGREEMENTS

REST PERIODS: NO PROVISION

LUNCH PERIOD: IF ON 3 SHIFTS MEN AND WOMEN 20 MINUTES PAID FOR

LEAVE OF ABSENCE: 90 DAYS - EXTENDED ON APPROVAL OF GENERAL MANAGER OF DIVISION. LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - 6 MO. TEMPORARY EMPLOYEES CAN BE CREDITED UP TO 30 DAYS FOR TIME OFF SICK TOWARD 6 MONTHS EMPLOYMENT.

PAID VACATIONS: IN LIEU OF VACATION WITH PAY FOR THE YEAR 1942 40 HRS. PAY AT EMPLOYEES RATE OF PAY ON JULY 1, 1942 BASED ON AVERAGE EARNINGS FOR STATED PERIOD AND PROVIDED EMPLOYEES HAS 1 YEAR'S SENIORITY - 80 HR. PAY FOR EMPLOYEES HAVING 5 YEAR'S SENIORITY ON JULY 1, 1942

PLANT PRACTICES

THERE ARE 8 WOMEN'S JOBS"

THERE ARE MEN'S JOBS ON WHICH W. ARE EMPLOYED. XX INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB.

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT - COMES TO UNION IF THERE IS A COMPLAINT

X 2 M

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:

ALL JOBS WOMEN ON ARE RATED LOWER THAN MEN'S. CERTAIN JOBS WERE CLASSIFIED AS WOMEN'S JOBS WHEN UNION ORGANIZED BUT ADDITIONAL JOBS WERE ADDED AS BEING SUITABLE AND SIMILAR TO JOBS W. WERE DOING BY WOMEN'S AGREEMENT X

ALL PERSONS INTERVIEWED

- Job classifs for W. limited

Occ. & PW

SENIORITY

SENIORITY LISTS ARE BY DEPARTMENT / PLANT WIDE / OCCUPATION

BY SEX X

MEN AND WOMEN DIVIDED INTO SEPARATE NON-INTERCHANGEABLE OCCUPATIONAL GROUPS. LOCAL AGREEMENT SETS UP THE GROUPS FOR MEN AND WOMEN AND PROVIDES FOR TRANSFER FROM ONE GROUP TO ANOTHER ON PLANT WIDE BASIS WHEN THERE IS NO WORK AVAILABLE IN WORKER'S OWN GROUP.

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION / LAY-OFF / REHIRING

DISCRIMINATION BECAUSE W. DO NOT HAVE RIGHT TO GO ON CERTAIN MEN'S JOBS AT MEN'S RATES.

PLANT OPERATES 3 SHIFTS (VERY FEW ON 3RD) WOMEN ARE ON 2 SHIFTS PLACEMENT DEPENDS ON SENIORITY.

REST PERIODS: NONE

LUNCH PERIOD: IF ON 3 SHIFTS MEN AND WOMEN 20 MINUTES PAID FOR

30 MINUTES IF OPERATING 2 SHIFTS NOT PAID FOR

PREGNANCY POLICY: LEAVE OF ABSENCE 90 DAYS - EXTENDED ON APPROVAL OF GENERAL MANAGER OF DIVISION. SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

L of A

M. AS

JOB AND RATE SHEET T

WOMEN ARE ON TIME WORK

OCCUPATIONS AND RATES ARE LISTED BY SEX

RATES ARE LOWER FOR W. IN 19 JOB CLASSIFICATIONS. REPORTED THAT W. ARE ON THOUSANDS OF MEN'S JOBS IN THIS GROUP. XX

W.L.B. CASE

REGIONAL NUMBER NR

STATUS OF CASE SETTLED BY REGIONAL BOARD - OCT. & NOV. '43

TYPE OF CASE VOLUNTARY

ISSUES

WAGE INCREASE FOR ALL WOMEN WORKERS - 10¢ INCREASE IN STARTING RATE AND FROM 10¢ TO 14¢ INCREASE IN TOP RATES. UNION HAD REQUESTED CO. DURING NEGOTIATIONS TO GRANT EQUAL PAY TO W. ON MEN'S JOBS. CO. REFUSED. AGREEMENT REACHED TO GIVE INCREASE TO ALL WOMEN.

13

RULING

APPROVAL

BENEFITS TO WOMEN INCREASE ON OWN JOBS BUT MANY HAVE BEEN PUT ON MEN'S JOBS DOING SAME WORK FOR LESS PAY.

5/29/44

Mr. Bernie Wood - President
Mr. Roy Richardson - Financial Sec.
Mr. Neal Edwards - Vice Chmn., Exec. Bd.
Mr. E. W. West - Chmn. Bargaining Comm.
Mr. L. O. Fisher - Rec. Secy.
Miss Edith Condon - Union Member
Mrs. Dora Fisher - Union Member
Mrs. Alice Cox - Union Member
Mrs. Nellie Snowden - Union Member

K

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Alice Cox said that the men in the union discouraged the women who had participated. She said that the women had tried but the men did not want them to so they had decided that all that was wanted was their dollar. Mrs. Dora Fisher said about the same. They said that the one women they had had on the Bargaining Committee at one time was good but the men did not want them elected. Mrs. Fisher said that the Financial Secretary was aked about a women being sent to the Chicago Educational Conference but he had said it was all settled--that he and two other men were going.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Bernie Wood thinks that with reduction in production and return of men from military service women will be reduced in number but of course will stay in plant as they were in before the war.
Mr. Neal Edwards indicated that he thought the women should return to women's jobs. He thinks there will be unemployment after the war and that the men should have their jobs as before the war.
Mr. West said that he was in favor of one seniority list for men and women which would give the women more protection. He said that women who had been in plant for 12-15 years should have more protection.

Equal Pay:
L. O. Fisher said he had been against accepting the increase for the women and for holding out for equal pay.
Wood and Fisher said that jobs were classified as M. and F. when they organized and at that time a general wage increase was gained but no reclassification of jobs. Then when the company had to put women on men's jobs in 1943 the union asked for equal pay. The company refused and agreement was reached for increases for all the women. (If equal pay had been agreed on men's jobs still about 2800 to 3000 women would have got no increase.) Then the company began to put thousands of women on men's jobs and the men, seeing that the rates of jobs were cut while they were being transferred to harder work, saw their mistake. Mr. Fisher said that, also International Union representatives had favored this agreement and sold it to the ~~plant~~ local. He said that they had misrepresented the Buick case as they had said that the differential remained after the WLB case but when they saw the order it was not true.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Union asked company to grant equal pay when women put on men's jobs so agreement was reached for flat increases for all women.
All Women interviewed said that they were not satisfied with the unequal pay. Alice Cox siad that she argued for holding out for equal pay when the union voted on whether to accept the agreement reached for a 10¢ increase on all women's jobs but that only about 6 women voted against the 10¢ raise. The women at the meeting were mostly new in the plant, many were young girls, others did not expect to work after the war, and all they could see, she said, was the 10¢ right then. The older women did not oppose so much then but now they do as they see how many women have been put on men's jobs and are doing the same work for less money.
The Women's Agreement was accepted by the women who attended the meeting of the Local when it was voted on, but agent doubts whether all of them understood clearly the

issues. This is indicated by the statement of L. O. Fisher that International representatives misrepresented the facts of the Buick case, tealing them that there was still a differential after the WLB settled the case but that when they saw the order they did not find this so. Also Mrs. Snowden said that the women did not like it because the International representatives came in and crammed it down their throats.
Executive Board members said that when the company has tried to put women on men's jobs other than those agreed to in the Women's Agreement they have demanded equal pay by rate of job. Standing out for equal pay on these jobs, the company does not try now to put women on them.

Training and Upgrading Opportunities:
4 Executive Board member interviewed together)
Women's jobs classed as unskilled and pay about the same rates. Some jobs open to both men and women, and women have been put on these, which were formerly men's jobs, by the thousands, Mr. Fisher said. On all other men's jobs the dompany does not put women on as the union has not agreed to the women's rates. In several instances women have been put on these jobs and when they asked for equal pay they were taken off. Edith Condon said she was on a honing machine and doing her own set up and when she asked for the Committeeman to request the man's rate and the foreman found out about it he asked if she did her own set up and was surprised to find that she did. But, she said, "It did not take five minutes for them to get me off of that job."
Women have not bid for men's jobs as they would just have to do harder work for less money than the men get and for the same as they get on the women's jobs. So instead of transferring women, new ones are hired from the outside.
Mrs. Fisher said that she had transferred to a man's jobs for the purpose of having a grievance filed for the man's rate. This was before the agreement was reached.

Seniority Rights:
Interview with Executive Board Members
Men and women are divided into separate non-interchangeable occupational groups, according to provision in Master Contract.
Mr. West said that he thinks that there should be one seniority list for men and women. Mr. Fisher said that he thought there should be one list. Mrs. Snowden thought the seniority provision was all right but she said neither she nor the other women understood the contract. One of Executive Board members said that what they wanted was a return to the status they had before the war. Mr. Wood said that the men were thinking about under-employment after the war and that most of them felt that the men should have the jobs. On May 2nd the local voted for the change in Master Contract which would allow them to change to one seniority list for men and women.

Special Activities:
Alice Cox said she represented the union on a community Child Care committee. A union committee is working to try to find a place for a day nursery for the Remy workers' children. Union is affiliated with Madison County Council--CIO which has been working to get transportation facilities improved.

ATTITUDUE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD SPECIAL PROBLEMS OF WOMEN:

See above for Continued Employment and Equal Pay

Other:
Mr. Fisher, Mr. Wood, and Mr. West seemed more interested in having the women participate in the union but the other men interviewed did not.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Snowden said that the women "were certainly interested in the equal pay question." She

felt that the men did not want the women to be active. All women interviewed said that the union had done much for them. They began work some years back at from 18¢ to 25¢ per hour and the union has been able to get wage increases. Also many grievances have been handled successfully. All of them felt the same about the women's rate of pay.

CONTRACT

GUIDE LAMP DIVISION - G.M.C. ANDERSON INDIANA 47

UNION

IUAAAIWA 2

CIO

LOCAL 663

ANDERSON, INDIANA

23

LOCAL WAS ORGANIZED IN 1936

WOMEN HAVE BEEN MEMBERS SINCE 1936

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
GUIDE LAMP	2400	1600	2100	1400
	40			40
	40.0			

INITIATION $2

DUES $1

OTHER
$1 ANNUAL ASSESMENT TO INT. FOR ORGANIZING
REINSTATEMENT FEE MAY RUN UP TO $15 DEPENDING ON HOW FAR BEHIND IN DUES

FINES - NONE

COMMITTEES ON WHICH WOMEN SERVE
ENTERTAINMENT - 1 WOMAN CHAIRMAN
COLLECTOR FOR SICK AND NEEDY - FLOWERS ETC. - 1 WOMAN CHAIRMAN
SERVICE MEN'S COMM. 5 WOMEN

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
1 EXECUTIVE BOARD MEMBER

ATTENDANCE
VERY POOR - 2 OR 3 AT MEETINGS - IF AN ISSUE ARISES THERE IS GOOD ATTENDANCE - MEETINGS ARE ON SUNDAY
P

PLANT UNION

1 PRODUCT
MACHINE GUN BARRELS
HEAD AND TAIL LAMPS FOR ARMY TRUCKS, TANKS
SHELL CASES

UNION HAS HAD CONTRACT WITH PLANT SINCE 1939

WOMEN IN THIS PLANT HAVE BEEN MEMBERS SINCE 1936

PAYMENT OF DUES
STEWARD
AT OFFICE

WOMEN WERE ON PRODUCTION IN NORMAL TIMES

	M	W
BARGAINING COMM.	7	0
NO LABOR MANAGEMENT COMM.		
SHOP STEWARD	50	10
GRIEVANCE COMM.	13	0
TRANSPORTATION (CO. DOESN'T COOPERATE WITH UNION)	NR	0

X

CONTRACT

MASTER CONTRACT EXPIRED OCT. 5, 1943

KIND OF CONTRACT
MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN 86¢
WOMEN 80¢

CONTRACT PROVIDES DIFFERENT AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN
MEN - 10¢ INCREASE AFTER 30 DAYS
WOMEN - 5¢ INCREASE AFTER 30 DAYS

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY SEPARATE SENIORITY, AUTOMATIC PROGRESSION POLICY, AND LOWER WAGE RATE THAN MEN WHEN ON MEN'S JOBS
WOMEN ARE MENTIONED IN CONTRACT

SENIORITY
I PW LC
LISTS BY DEPARTMENT, PLANT WIDE, OCCUPATION - BY SEX X

WOMEN ARE DISCRIMINATED AGAINST IN
PROMOTION
LAY OFF
REHIRING
(WOMEN MAY PROMOTE BUT WITH WAGE DIFFERENTIALS - IN LAY-OFF AND REHIRING WOMEN HAVE SEPARATE SENIORITY)

REST PERIODS
NO PROVISION

LUNCH PERIOD
MEN AND WOMEN
20 MINUTES PAID FOR

LEAVE OF ABSENCE
INFORMAL LEAVE 30 DAYS
FORMAL LEAVE 90 DAYS
MUST HAVE 6 MONTHS SERVICE TO GET MAXIMUM LEAVE.

PAID VACATION
40 HRS. AFTER 1 YR SENIORITY
80 HRS. AFTER 5 YRS. OR MORE SENIORITY

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED.

INEXPERIENCED MEN AND WOMEN DO NOT GENERALLY START ON SAME JOB X
XX

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS IN PLANT

IT DOES NOT MATTER IF WOMEN DO COMPARABLE WORK WITH MEN THE WOMEN'S LOWER RATES STILL PREVAIL X

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

WOMEN ARE KEPT ON LOWER PAID JOBS LONGER THEY MAY UPGRADE TO MEN'S JOBS BUT THE HIGHEST HOURLY RATE RECEIVED IS 96¢ AS PER RATE SHEET. STAY AT TOP WOMEN'S RATE NO MATTER WHAT JOB THEY DO. No. of job classifs. for W. limited by agt. X

OCC & PW SENIORITY
LISTS ARE MAINTAINED BY DEPARTMENT, PLANT-WIDE, OCCUPATION BY SEX X

WOMEN ARE DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

W. ON 3 SHIFTS
PLACEMENT DEPENDS ON SENIORITY

REST PERIODS
NO PROVISION

LUNCH PERIOD
MEN AND WOMEN
3-SHIFT DEPT. 20 MIN PAID FOR
2-SHIFT DEPT. 30 MIN NOT PAID FOR

PREGNANCY POLICY
DISMISSAL
MAY RETURN TO WORK WHEN BABY IS 9 MO. OLD. CIRCUMSTANCES MAY ALTER IT TO 6 MO. IF BABY SHOULD NOT LIVE CAN COME BACK SOONER
discharge

JOB AND RATE SHEET
WOMEN ARE ON TIME WORK
SOME OCCUPATIONS AND RATES ARE LISTED BY SEX.
RATES ARE LOWER FOR WOMEN

WLB CASE

REGIONAL NUMBER
NR

STATUS
SETTLED BY NATIONAL BOARD 12/43 OR 1/44

TYPE
VOLUNTARY

ISSUES
10¢ INCREASE FOR WOMEN - SUPPLEMENTARY 1-2-3 TO LOCAL WAGE AGREEMENT PROVIDING FOR WAGE DIFFERENTIALS
(OFFICERS SAID THEY TRIED TO NEGOTIATE EQUAL PAY FOR WOMEN. CO. REFUSED AND OFFERED 10¢ INCREASE FOR ALL WOMEN - THIS CARRIED IN LOCAL MEETING - SO UNION SIGNED A JOINT REQUEST FOR 10¢ INCREASE FOR WOMEN WITH WAGE DIFFERENTIALS -

RULING
APPROVED

(THE WHOLE MASTER CONTRACT IS NOW BEFORE WLB - AMONG CHANGES ASKED IS LOCAL OPTION ON SENIORITY -)

5/27/44 . . .

More

COMMENTS BY MEMBERS ON COMPARATIVE WAGES AND CONDITIONS OF MEN AND WOMEN:

1. Chairman of Barg. Com. ; Did not like the present agreement on unequal pay and felt that when a women can handle a man's job she is entitled to the mans rate. In many cases women receive the rate of 96¢ p.hr. (the highest women's rate) and men may receive $1.06-$1.16 depending on the job. A rather unfair situation he said.

2. President : Feels the injustice of the unequal pay. When the question came up at the local meeting whether or not to accept the 10¢ p. hr. increase, or the equal pay, he spoke against the 10¢ increase. Thought a lot more women would be put on men's jobs if the unequal pay would prevail and that is exactly what happened

3. Woman Exec. Board Member : First woman welder in the plant . She feels men do less work in her dept. than the women They unload the guns after the women weld them. It is a hot job but not as hard as welding and they take it pretty easy. The women welders were the only women on men's jobs prior to the 10¢ increase for all women. At the meeting she spoke for equal pay. She feels the company could do more for the women. Practically a whole new set of officers were elected in the last electio She hopes thay will do a better job by the women.

4. Woman Chairman of Collection Com. : International Rep. urged women to accept the hour increase instead of equal pay. She said discussion at the meeting lasted over five hours. She felt the vote should be taken by the women only; that men were the majority at the meeting. (Action must be by the local as a whole not a women's vote, agent.) She said if the women would take more interest in the union much more could be done for them. Women are nominated for office but will not accept it.

5. Woman who worked with the Aux. for six years, has been to several U A W conventions, She stated the women let the men lead them around. Union meetings were much better attended by women when they worked the five day week. They have had 2 alternate women committee members. Women are nominated but they won't accept. Men have fought the idea of women being employed on men's jobs. Only within the last year women have been put on men's jobs. She knows the unequal pay situation is cause of a lot of trouble And it would be a wonderful thing if the Union could eliminate it. The Union has however done a real job in the plant. In 1929 she began at 19¢ an hour after six months she got 21¢, after another six months 23¢.

Seniority - Shedule p. 10 :
The International Union is conducting a referendum vote on local autonomy on Seniority. Local 663 voted in favor of local autonomy in this.

Written Provisions re: Equal Pay for Women

9/25/42 - N W L B directs a 4¢ increase and equal pay for equal work, women being mentioned specifically. Case No. 125 GMC and UAW

10/19/42 - Above latter section of W L B directive included in Master Agreement between U A W -CIO and G M Corp. Same contract includes, p. 1, certain "plants...shall be included after giving due consideration to any local wage classifications, rates, understandings, or practices as may exist. "

9/27/43 - Supplement #1 to Local Wage Agreement:(involving Local 663and the Guide Lamp Div. of G M C) :
"It is agreed that when women replace men on jobs they are capable of doingin the following classificationswhich are similar to the female classifications listed in Schedule A such women will be classified and paid according to the corresponding female class listed in Schedule A. .... When females are transferred to other male jobs which have been

(More)

performed heretofore by male operators exclusively, and there is no corresponding female classification the rate for such females will be negotiated between local management and shop committees."

12/43 - W L B approves a wage increase for women but does not direct equal pay, in a case involving Local 663.

Mr. Jesse Payne - President
Mr. George Berkebile - Chmn. Bargaining Comm.
Mr. Robert Harvey - Rec. Secy.
Mrs. Fern Adkins - Ex. Bd. Steward
Mrs. Isabel Abrams - Chmn. Collection Comm.
Mrs. Alpha COUNTS - Chmn. Entertainment Comm.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Jesse Payne--No program for either men or women.
All the women stated there was no program to interest women. The men constantly urge the women to come. Meetings are held on Sundays. They work 6 days a week. Women attended better when they worked a 5 day week.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Jesse Payne stated the Company urged the wives of service men to come in and work. After the war they should quit.
Mr. Berkebile--Generally speaking women should stay home and raise a family. He hoped that the ratio of men and women in the plant be the same after the war as before the war.
Mr. Harvey--Married women should quit.
All stated that self supporting women should have equal chance to work.

Equal Pay:
All were for equal pay and were working to remedy the differantials in the plant.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
The union has aske d for an arbitrator to arbitrate women s jobs (formerly men's jobs.) Company refused. A representative from the local was sent to the recent meeting of the Executive Board of the International to see what could be done about the unequal pay for women. Now the officers feel the unequal pay is in violation of the master contract.

Training and upgrading opportunities:
Formerly very few women were trained for men's jobs. At present hundreds are upgraded to men's jobs, but with the women's hourly rate of pay.

Seniority Rights:
The officers stated they were for local option on seniority in the master agreement, and when the WLB rules on their master agreement the officers will work for same seniority for men and women.

Special Activities in regard to Community Services:
Member of union on Park and Recreation Board.
Member of union on OPA.
Red Cross Drives, Community Drives, Infantile Paralysis Drive, Women serve on above Comm.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Fern Adkins stated there are 18 women welders, and they are very much opposed to the unequal pay. She spoke for equal pay for women as against a straight 10¢ hour increase for all women at the meeting when the vote was taken. All women working on men's jobs resent the unequal hour rate. She feels union could do more for the women.
Isabel Abrams feels the union has helped the women a lot, but they could do more. If the women would only come to meetings and do a little for themselves.
Mrs. Counts stated if the union would secure equal pay it would solve a lot of misunderstandings and unrest among the women. Women feel proud of being able to do men's work, after working a while, they don't like it because of the unequal pay.

+ ⊗ ✓ 26 43

BRIDGEPORT BRASS ORDNANCE PLANT
INDIANAPOLIS INDIANA

UNION

UNITED MINE, MILL AND SMELTER WORKERS 4

LOCAL 607

CIO

INDIANAPOLIS, IND.

26

LOCAL WAS ORGANIZED IN JUNE 1942

WOMEN HAVE BEEN MEMBERS SINCE JUNE 1942

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
BRIDGEPORT BRASS ORDNANCE PLANT	1300	500	975	375
		28%		28%
T. 1800	1350		27.8	

INITIATION $3
DUES $1
FINES –
OTHER - $5 IF MEMBERS ARE IN ARREARS FOR DUES FOR 6 MONTHS. REINSTATEMENT FEE AND DUES FOR 1ST MONTH

COMMITTEES ON WHICH WOMEN SERVE
ENTERTAINMENT - 1 WOMAN
SICK AND FLOWERS - 4 WOMEN

OTHER COMMITTEES
INSURANCE PLAN

OFFICES HELD BY WOMEN
PRESIDENT, REC. SEC'Y. } ARE MEMBERS OF EX. BD. BY VIRTUE OF THEIR OFFICE.

ATTENDANCE
POOR. WOMEN HAVE HOME RESPONSIBILITIES. MANY HAVE CHILDREN. MEN DO NOT ATTEND SO WELL EITHER GAS RATIONING IS AN ISSUE - MANY LIVE IN NEARBY TOWNS AND DRIVE.

PLANT - UNION

1 PRODUCT
CARTRIDGE SHELLS
STRIP BRASS
20-50 CALIBER CUPS
DISC AND BLANKS

UNION HAS HAD CONTRACT WITH PLANT SINCE JULY 1943

WOMEN HAVE BEEN MEMBERS OF UNION SINCE JUNE 1942

PAYMENT OF DUES CHECKOFF TO OFFICERS

COMPANY BEGAN PRODUCTION 2 YEARS AGO. ✓

	M	W
BARGAINING COMM.	6	2
LABOR MANAGEMENT	50	10
SHOP STEWARD	20	0

NO SEPARATE GRIEVANCE COMM.

NO OTHER UNION COMMITTEES

CONTRACT

CONTRACT EXPIRES MAY 1, 1945

KIND OF CONTRACT
MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN 65¢
WOMEN 55¢

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN. LOWER BEGINNING RATE TRIAL PERIOD BEFORE RECEIVING MEN'S RATES ON MEN'S JOBS.

WOMEN ARE MENTIONED IN CONTRACT - SEE ABOVE

D PW

SENIORITY

LISTS ARE MAINTAINED BY DEPARTMENT AND PLANT WIDE - NOT BY SEX ✓

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION (W. MUST SERVE 14 DAYS TRIAL PERIOD TO RECEIVE MEN'S BEGINNING RATE)

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH NOT STATED

PAID VACATIONS
THE FOLLOWING IS SUBJECT TO WLB APPROVAL -
EMPLOYEES WITH 12 MONTHS SERVICE BY JULY 1, 1944 ARE ENTITLED TO A WEEK'S VACATION WITH AVERAGE WEEK'S PAY.
48 HRS MAXIMUM PAY
40 HRS MINIMUM PAY

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED ✓✓

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

A FORMAL JOB EVALUATION IS USED IN SETTING RATES FOR ALL JOBS IN PLANT. ✓

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT. M

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN X

D. PW

SENIORITY

SENIORITY LISTS ARE MAINTAINED BY DEPT (JOB SENIORITY) AND PLANT WIDE (ONLY FOR LAYOFFS) NOT BY SEX ✓

WOMEN SAY THERE IS DISCRIMINATION IN PROMOTION MEN SAY THERE ISN'T. PRESIDENT SAYS IF WOMEN REALLY WANT TO TRAIN FOR UPGRADING THEY CAN DO SO.

PLANT OPERATES 3 SHIFTS WOMEN ARE ON ALL. PLACEMENT DEPENDS ON SENIORITY

REST PERIODS
FORMAL REST PERIODS FOR MEN AND WOMEN PAID FOR

LUNCH PERIODS
MEN AND WOMEN 15 MINUTES PAID FOR

PREGNANCY POLICY
NO POLICY. PRES. FELT A LEAVE OF ABSENCE WOULD BE GRANTED. SENIORITY WOULD ACCUMULATE NO PAY

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON TIME WORK WITH PREMIUM T

THERE ARE SOME JOBS AND RATES LISTED BY SEX ✓

Rate for job – NR

WLB CASE

NR ON CASE No.

STATUS OF CASE
SETTLED

TYPE OF CASE
NR

ISSUES
APPROVAL OF NEW CONTRACT

RULING
APPROVED CONTRACT EXCEPT VACATION PLAN

6/3/44

Mrs. Dessie Saferight - President
Miss Dorothy McNeeley - Member
Mrs. Louise Wiseman - Former R.c. Secy.
Joe Smith - Executive Board
Ed Greene - Financial Secretary
Mrs. Mable White - Member

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

No program for either men or women. Saferight, Smith, Greene

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mrs. Saferight stated seniority will prevail. Women will continue to work in plant if it operates after the war.
Mr. Greene felt if women have support they should quit when the war is over. He thought many of them would. Women have said to him they are working for the duration only.
Miss McNeely said that many women will need to work after the war. Many stay home 1 day a week to catch up with housework and rest. Absenteeism is 5% including men and women.

Equal Pay:
Mr. Smith stated it is no more than fair that women have equal pay for quantity and quality of work.
Mr. Greene is for equal pay if women don't need assistance. If helper is necessary he thinks a differential is fair.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
When women qualify on men's jobs they receive the men's rate. Women who are hired to replace men must serve 14 day trial period at 55¢ per hour (men's hiring rate is 65¢). If they qualify after the 14 days they receive 65¢ an hour.

Training and Upgrading Opportunities:
Generally speaking the women do not upgrade if men are available.

Seniority Rights:
Seniority clauses do not mention sex, but where there are definite women's jobs and men's jobs seniority will naturally be by sex.

Special Activities in Regard to Community Services:
Infantile Paralysis Drive, Red Cross Drive, United War Fund.
Union members gave 210 pints of blood last Christmas.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Saferight stated the union was helping the women; if the women would only do a little something to help themselves. Union has had women shop stewards but in last election no one would run.
Miss McNeeley said there was no special program for women. Whatever gains were made were made for men and women.
Mrs. Wiseman stated that men begin at higher hourly rate and continue progress in the higher hourly rate bracket. Women do not progress to the higher paid jobs if men are available. She feels the union could help in that respect.
Mrs White stated the union could do more for the women. In many instances women do exactly the same work as men (temporarily), but don't receive men's hourly rate. If women are permanently on men's jobs then they receive men's hourly rate.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN: OK

Mrs. Saferight stated that women begin at lower hourly rate but generally on different work than men; men have, however, begun on same kind of job. Women are upgraded, but the majority work on lower hourly rate jobs longer than men do.
Mrs. Wiseman said many men's jobs are too heavy for women, but there are men's jobs women could do, but the women are very definitely on lower paid jobs longer than men.
Miss McNeeley stated that certain units in plant are made up of all women. Women hire in for that unit; they progress to the highest hour rate for women and usually stay there.

The Labor Management Committee has the following sub committees:
Safety, Fire and Good Housekeeping in the plant
Publicity and Radio News
Plant Efficiency
Transportation
Bond Committee
Absenteeism Comm.
Suggestion "
Poster "

The Labor Management Committee has two co-chairmen; one from management, one from labor. Each sub-committee has two-co-chairmen; one from management and one from labor, each alternates in presiding.
The chairman of each sub-committee formaa Steering Committee to which they report.
The Company gave a dinner in the plant using the cafeteria, the office force serving for the Labor Management Committee on May 9th. The Chairman of each committee spoke, including two women who were chairmen of their respective committees.

Mrs. White says the gloves the company furnishes are more "Holey" than "Godly". Women burn their hands because of the ragged gloves. The Company has a big labor turnover among women, she feels it is because of the lower hour rates for women in comparison to the kind of work men do, and their higher rate of pay. She said men admit, women work harder than they do, and yet receive lower hour rates.
Mrs. Saferight stated that upgrading depends a good deal on ability to learn and dependability.
Neither men nor women upgrade if they have a high absentee record. Women are rather new in union thinking and are inclined to be pacified with little favors from the foreman rather than something worth while for all. In her department jobs are posted. Anyone in the department can bid for them, seniority and qualification govern.

Mr. Smith stated the company's main plant is in Bridgeport, Connecticut. Employees there have been organized 7 years in CIO and their contract in Indianapolis is similar. He said the Assistant plant manager is a very fine and understanding man. He termed him a "regular guy" and they get pretty much what they go after. He said a very few women upgrade from the fabricating department to the machine shop; rather, new women are taken in, some with experience. If women grade the same, they receive same hour rate as men.

Berkebile stated that he did not like the present agreement on unequal pay and feels that when women can handle a man's job she is entitled to the men's hour rate. In many instances women do exactly the same kind of job; women receive the highest women's rate of 96¢ per hour. Men may receive $1.06-$1.12-$1.16 per hour depending on the job. A rather unfair situation he said.

Jesse Payne feels the injustice of the unequal pay. When the question came up at the local meeting whether to accept 10¢ per hour increase for women or the equal pay he spoke against the 10¢ hour increase for women and for euqal pay. He felt that a lot more women would be put on men's jobs if the unequal pay would prevail, and that is exactly what happened.

Fern Adkins stated she was the first woman welder in the plant. She feels men do less work than the women in her department. They unload the guns, after the women weld them. It is a hot job, but not near as hard as welding and they take it pretty easy. "It burns me up" she said they get $1.16 per hour and the women welders 96¢ per hour. The women welders were the only women on men's jobs, prior to the 10¢ hour increase for all women. At the meeting she spoke in favor of equal pay. After the local took action in favor of the 10¢ hour increase for all women the Company began putting more and more women on men's jobs at women's rates. She feels the officers could do more for the women. Practically a whole new set of officers were elected in the last election. She hopes they will do better by the women.

Isabel Abrams stated that Mr. Fkrpo Shetterly, International Representative of the UAW, urged the women to accept the 10¢ hour increase, as against the equal pay. It seems he sold them on the idea of the 10¢ hour increase for all women as against increase for those women who took over men's jobs, or equal pay for equal work. She said discussion at the meeting lasted over five hours. She felt the vote should have been taken by the women only; that the men were in the majority at the meeting. She said if the women would take more interest in the union much more could be done for them. Women are nominated for office but will not accept.

Mrs. Alpha Counts worked with the auxiliary for six or seven years; has been to several UAW Conventions. She stated the women let the men lead them around. Union meetings were better attended by women when they worked the five day week. They have had two alternate committee members. Women are nominated but they won't accept. Men have fought the idea of women being employed on men's jobs. Only within the last year women have been put on men's jobs. Some of the men feel women are not entitled to men's rates. She knows the unequal pay situation is the cause of a lot of trouble, and it would be a wonderful thing if the Union could eliminate it. The Union has, however, done a real job in the plant. In 1929 she began at 19¢ an hour after six months 21¢ another six months 23¢.

CONTRACT + 9

WEST PULLMAN WORKS - INTERNATIONAL HARVESTER
CHICAGO, ILLINOIS

UNION

UFEMWA 1.
CIO
LOCAL 107
CHICAGO, ILLINOIS
10

UNION WAS ORGANIZED IN JUNE 1941

WOMEN HAVE BEEN MEMBERS SINCE JUNE 1941

TYPE OF WORKER PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
WEST PULLMAN WORKS	1800	1700	1300	1200
	49%		48%	
	(1946) T2600			

INITIATION $2
DUES $1.50
FINES -
OTHER -

COMMITTEES ON WHICH WOMEN SERVE
POLITICAL ACTION - 2 WOMEN
GOOD & WELFARE - 3 WOMEN
BLOOD BANK DONOR - NO. UNKNOWN
WAR PRODUCTION DRIVES - 1 WOMAN

OTHER COMMITTEES
PUBLIC RELATIONS COMM.

OFFICES HELD BY WOMEN
2ND VICE PRESIDENT AND THEREFORE MEMBER OF EXECUTIVE BOARD

ATTENDANCE
NOT GOOD - IF AN ISSUE COMES UP THERE IS GOOD ATTENDANCE

PLANT - UNION

4 PRODUCT
CARBURETORS
MAGNETOS
NUTS
BOLTS
BEARINGS

UNION HAS HAD CONTRACT WITH PLANT SINCE JUNE 1941

WOMEN HAVE BEEN MEMBERS OF UNION SINCE JUNE 1941

PAYMENT OF DUES: STEWARD

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES. ✓

	M	W
BARGAINING COMM. / GRIEVANCE COMM.	6	0
LABOR MANAGEMENT	3	1
SHOP STEWARD	62	8

OTHER UNION COMMITTEES IN PLANT

	W. SERVE	NR NUMBER
BLOOD BANK DONORS COMM.		
WAR PRODUCTION DRIVES	NR	1
RED CROSS COMM.	NR	2

X

CONTRACT

CONTRACT WILL REMAIN IN FORCE FOR THE DURATION OF THE WAR.

KIND OF CONTRACT
MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT SPECIFY STARTING RATE FOR MEN OR WOMEN. BUT MEN BEGIN AT 77¢ WOMEN AT 57¢ IF WOMEN BEGIN ON MEN'S JOBS THEY RECEIVE 65¢

CONTRACT DOES NOT PROVIDE AN AUTOMATIC PROGRESSION POLICY

CONTRACT DOES NOT DISCRIMINATE AGAINST WOMEN

CONTRACT DOES NOT DISCRIMINATE AGAINST WOMEN

WOMEN ARE MENTIONED IN CONTRACT
PREGNANCY POLICY
LUNCH PERIOD

D PW
SENIORITY
LISTS ARE BY DEPARTMENT AND PLANT-WIDE; NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION FOR MEN
CONTRACT PROVIDES REST PERIODS FOR WOMEN

LUNCH PERIOD
MEN AND WOMEN 15 MINUTES PAID FOR

LEAVE OF ABSENCE
MAXIMUM LENGTH NO SET TIME

PAID VACATIONS
1 WEEK VACATION FOR 1 YEAR AND LESS THAN 5 YEARS SERVICE AND RECORD OF REGULAR ATTENDANCE.
2 WEEKS VACATION FOR 5 YEARS SERVICE OR MORE AND RECORD OF REGULAR ATTENDANCE

PLANT PRACTICES

THERE ARE WOMEN'S JOBS B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED 11

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB. X

COMPANY AND UNION ARE WORKING ON A JOB EVALUATION PROGRAM.

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT AND BY BARGAINING A

SEE NEXT PAGE FOR COMMENTS ON WHETHER MATERNITY OF WOMEN HAS MERIT BUT LOWER PAID JOBS LONGER THAN MEN. X

D + PW
SENIORITY
LISTS ARE MAINTAINED BY DEPARTMENT AND PLANT WIDE. X
THERE ARE "WOMEN'S JOBS" AND RATES ARE LISTED MALE AND FEMALE SO THAT SENIORITY EVEN THO NOT LISTED BY SEX BECOMES SEX SENIORITY

WOMEN ARE NOT DISCRIMINATED AGAINST IN LAY-OFF OR REHIRING BUT WOMEN DO NOT PROMOTE AS FAST NOR ON THE SAME BASIS AS MEN

PLANT OPERATES 3 SHIFTS WOMEN ARE ON ALL 3. PLACEMENT DEPENDS ON SENIORITY

REST PERIODS
MEN - NONE
WOMEN - 15 MINUTES PAID FOR

LUNCH PERIOD
DEPTS. ON 3 SHIFTS MEN AND WOMEN 15 MINUTES PAID FOR
DEPTS. ON 2 SHIFTS MEN AND WOMEN 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE TIME LIMIT - 1 YEAR
SENIORITY RIGHTS ARE RETAINED AND ACCORDING TO PLANT PRACTICE SENIORITY ACCUMULATES

JOB AND RATE SHEET
50% OF WOMEN ARE ON TIME WORK AND INCENTIVE T+P
50% ON PIECE WORK
SOME OCCUPATIONS AND RATES ARE LISTED BY SEX. V.

WLB CASE

REGIONAL NUMBER
III-2193 D

STATUS:
PENDING BEFORE REGIONAL BOARD

TYPE:
DISPUTE

ISSUES

WAGE ADJUSTMENTS TO COVER RISE IN COST OF LIVING SINCE SEPT. 15, 1942
IDENTICAL WAGE STRUCTURES IN ALL CO. PLANTS
WAGE RATE SPREAD NOT TO EXCEED 10-15¢ OR 20¢ DEPENDING ON SKILL INVOLVED
NO EMPLOYEE ON JOB TO WHICH SHALL RECEIVE LESS THAN THE MAXIMUM RATE OF JOB
EQUAL PAY

12 ISSUES IN ALL - OTHERS PERTAINED TO SPECIFIC DEPT. GRIEVANCES

6/3/44

Mr. George Shanta - President
Mr. Charles Killinger - Int. Rep.
Miss Ann Panozzo - Steward
Mrs. Martha Alexis - Steward
Mrs. Sophie Soltys - Steward

OK

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

The International Union at present is conducting in Waukegan, Illinois, a school for union leadership. This local sent one woman for four weeks--the local paying her expenses and salary during that time. The local is contemplating conducting classes for women stewards.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Shanta stated that women have always worked in this plant and will continue to do so. There are women with 24 years of seniority. Seniority will prevail after the war, regardless of marital status.
Mr. Killinger said that women will not be discriminated against. Women will certainly be employed by this plant after the war.

Equal Pay:
Both Mr. Shanta and Mr. Killinger absolutely favored equal pay for women. When women perform men's work they are definitely entitled to the same rate. Equal pay issue is at present before the WLB.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Union is asking for equal pay for women. The local is awaiting WLB ruling on it.

Training and Upgrading Opportunities:
Seniority and qualifications are the governing factors in upgrading. As more men are taken into the service more women will receive training and will be upgraded.

Seniority Rights:
As long as the plant has listed men's jobs and women's jobs, men's rates and women's rates, seniority in practice will be by sex. Even though contract does not specify sex seniority.

Special Activities in Regard to Community Services:
Public Relations Committee has taken up local flood situation, unfair tagging of cars in vicinity of plant. This Committee is new and the President did not know how far reaching it would become.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Soltys is steward of the restaurant employees. She stated that women in her dept. begin at 57½¢ per hour and after 30 days receive 75¢ per hour. That was accomplished thru the union. She said the women have equal pay with the men in that department.
All three of the women stated that the union had done a great deal for the women. The 15 minute rest period was not always given, now the rest period is a contract provision. They stated that several women have come back to work after maternity leave and seniority had accumulated during their absence.
If the women were more active in the union much more could be done for them, they said.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN

Mr. Shanta stated that women begin at lower rate and majority of women do not upgrade. Also many jobs are not suitable for women.
Miss Panozza said that women in general are on the lower paid jobs and that upgrading depends on seniority and qualification so that naturally the majority of women are kept on lower paid jobs longer than men.
Mrs. Alexis- Women upgrade to the highest women's rate and usually stay at that rate.

Mr. Shanta said that the West Pullman Works has hired, he thought, many more women during the war period than any other of the Harvestor plants. The Company, he stated, claims that women who have gone on men's jobs should, after the war is over, go back to women's jobs with women's rates. The union, however, doesn't take that attitude, and when that time arrives, the Union will argue for seniority for those women.
He stated whenever any of the 6 men on grievance committee is absent or on vacation, women are appointed to serve in order to give them experience and training in grievance procedure; too many, however, refuse to serve. There are many fine and able women in the plant but they are unwilling to serve as shop stewards or take any interest in the Union.
Mr. Shanta and agent spoke at great length in reference to wage rates set on job contents and not by sex. He said equal pay for women was always a controversial question. The point is raised whether women do same quantity and quality of work and whether they can do a given job all the way through or need a man's assistance. He said women's jobs and men's jobs have always been set up in this plant and it won't be easy to eliminate it.

Mr. Killinger said what to do, what to do, to get the women interested in the Union. In this plant since the war, women have become 50% of the employees. The women who worked on the contract and signed it, have become inactive, too busy with other things. He felt the women accepted the good the Union has done for them, but are not willing to accept any responsibility in the Union. Women will serve as stewards for a while then give it up. He was pretty disgusted with the women not being interested in their own good and become more active in the Union. He was very proud, however, of the present Union Contract, rest period clause, and pregnancy clause, marital status change, but he did admit more improvements could be worked for.
Mr. Kilinger and agent talked at length about setting rates for job contents and not on sex. And the women were at a disadvantage because of the women's rates and men's rates. He said that the International Union is conducting classes in leadership and he sincerly hopes the women will respond and that much good should come out of that educational program.

#30

American Machine and Metals Inc. - East Moline, Ill.

I A M 10 A F L 548 Moline, Ill. 14	Women were first in the plant just 60 days before the schedule was filled out. DS 1943	Plant: American Machine & Metals employees Tot. 1100 W 90 8✓ Union: members Tot. 1100 W 90 8✓	Initiation $10.00 Dues: apprent & production 1.25 specialists 1.50 journeymen 2.00 (no women spec. or journeymen) Fines - Others -	Committees other than plant: none Offices held by women: none	15 Women's attendance has been very good; they have been to two meetings.
Product: gun mounts, testing machines for Navy steam laundry, industrial fans, blowers.	Productive and maintenance workers. employees Tot. 1100 W 90 union Tot. 1100 W 90	Stewards collect the dues or they are paid to the financial sec'y. at meetings.	Women were not employed on production in normal times.	Plant Com. M 20 W 1✓ Stewards Women on no other committees.	No spedial program for women; plan to oust all women from plant after the war.

Contract expires: NR Closed shop	Contract does not provide same starting rate for women as for men. No provision in contract for automatic progression	Equal Pay Contradt has no equal pay or non-discrimination clauses for women.	Seniority ✓ Departmental and not by sex. (Supplemantary agreement says that all inexperienced workers are hired for war time only.) Placement on shifts ~~is not~~ by seniority, is not provided for.	Rest Periods No provision	Lunch No provision	Leave 30 days for illness.
Job and Rate Sheet Jobs and rates are not classified as male and female. No limit set for women. Highest pay is $1.25 (tool making) Highest women are getting now is 80¢; may work up to $1.10 (inspection) Women get same rate as men on jobs both do.	Comparability of men's and women's jobs is decided by agreement. Most women are started at the lowest rate; most men are not. M 65¢ W 60¢, on different jobs.	Women have not been in plant long enough to tell if they will be kept on lower paid jobs. Higher paid jobs are suitable for women. W. Newton plant	Women are not given equal seniority, because of supplementary understanding mentioned above.	None for men or women	N R	Pregnancy No set policy.

W L B Case
between: American Machine & Metals Inc.
IAM-AFL 548
case no. 6- 9021

a voluntary case

Issues
Request for increase of 10¢ hour
(both parties signed form 10)

Ruling
Disapproved application in its entirety.
see over
Appeal denied also

19

12/8/43

W L B Case
Union has filed a new case requesting adjustments because of gross inequities. This latter case has no number as yet. The local union has heard nothing about it as yet.

Wages
Women on burring now receive 70¢ an hour; they can work up to 80-89¢ per hour. The highest paid one now are on production jobs at 70¢ an hour. The lead lady gets 80¢

Upgrading and Training
There has been no acute shortage of labor so there has been no need to adapt the higher paid jobs to women. Women are being upgraded to inspection which may pay them $1.10 in time.

Mr. Nickerson, the International Representative, was cooperative. He and the Agent read over the contract but he was unable to secure a copy of it. His attitude was that woman's place is not in any machine shop. There is other work that women can do, etc, etc. His term of office expired in January 1944.

The Chairman of the Grievance Committee had an entirely different attitude toward women. He said the women were doing a good job, and yet they were being hired at 5¢ less per hour than men laborers.

CONTRACT

FARM TOOLS INC. - VULCAN PLOW DIVISION
EVANSVILLE, INDIANA

57

UNION

UAWA 12
AFL
LOCAL 650
EVANSVILLE, IND.
25

LOCAL WAS ORGANIZED IN 1940

WOMEN HAVE BEEN MEMBERS SINCE APRIL 1944

TYPE OF WORKER-
PRODUCTIVE
MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
FARM TOOLS INC. VULCAN PLOW DIVISION	165	15	165	15
		8%		8%
				8.3

	M AND W
INITIATION	$6
DUES	$1 MO.
FINES	-

WOMEN JUST BEGAN WORK IN SHOP THIS WEEK SO NOT IN UNION LONG ENOUGH TO BE ACTIVE IN UNION ACTIVITIES.

No Effect

ATTENDANCE
WOMEN JUST BEGAN IN SHOP THIS WEEK

PLANT-UNION

PRODUCT 4
FARM MACHINERY

UNION HAD FIRST CONTRACT WITH PLANT IN 1940

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE APRIL 1944

PAYMENT OF DUES.
STEWARD
UNION OFFICE

WOMEN WERE NOT ON PRODUCTION IN NORMAL TIMES

WOMEN'S UNION ACTIVITIES IN PLANT None

BARGAINING	5 M. 0 W.
LABOR MANAGEMENT	— —
SHOP STEWARD	7 M. 0 W.

GRIEVANCE - NO SEPARATE COMMITTEE

NO OTHER UNION COMMITTEES

X

CONTRACT

CONTRACT EXPIRES MAY 11, 1944

KIND OF CONTRACT - EXCLUSIVE REPRESENTATION FOR ALL PRODUCTION EMP.

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

CONTRACT DOES NOT PROVIDE AUTOMATIC PROGRESSION POLICY

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN.

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

NO MENTION OF WOMEN IN CONTRACT.

SENIORITY

D FW

SENIORITY LISTS ARE MAINTAINED BY
DEPARTMENT
PLANT WIDE
NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH NOT STATED.

PAID VACATION
NO PROVISION

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS" M

ALL JOBS ARE MEN'S AS NO WOMEN IN SHOP BEFORE APRIL 1944 M

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB ✓

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

WOMEN HAVE NOT BEEN IN SHOP LONG ENOUGH TO JUDGE WHETHER CO. WILL TEND TO KEEP THEM ON LOWER PAID JOBS LONGER THAN MEN W. New. in Shop NR

SENIORITY

D FW

SENIORITY LISTS ARE MAINTAINED
1ST BY DEPARTMENT
2ND PLANT WIDE
NOT BY SEX ✓

WOMEN NOT IN SHOP LONG ENOUGH TO JUDGE WHETHER CO. WILL DISCRIMINATE AGAINST THEM IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES ON 1 SHIFT

REST PERIODS
NONE

LUNCH PERIODS
MEN - "TAKE TIME FOR LUNCH" - ARE ON PIECE WORK

WOMEN - 50 MIN

NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE
TIME LIMIT NOT DEFINITE
SENIORITY RIGHTS ARE RETAINED
WITHOUT PAY

JOB AND RATE SHEET P
MAJORITY OF WOMEN ARE ON PIECE WORK

JOBS AND RATES ARE NOT LISTED BY SEX X

WLB CASE

REGIONAL NUMBER
NR

PENDING BEFORE REGIONAL BOARD

TYPE OF CASE
NR

ISSUES

INCREASE OF 5¢ p.h. IN BONUS.

4/44

Mr. Alfred Huck - President

Union Program for Increasing Women's Participation in Union Activities:

Mr. Huck said that he intended to try to have women on all committees. He said that the Constitution of their International requires that where Negroes or women are employed in plant they shall be represented on Bargaining Committee so he hopes to have at least one woman on this committee.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Huck said that he saw no reason why women would not remain in the shop after the war--they would have enough seniority he thought.

Equal Pay:
Mr. Huck said that all men on Bargaining Committee agreed that they should hold to the same pay for women as for men on all jobs.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
Union demanded that women be paid same rates as men on all jobs.

Training and Upgrading Opportunities:
Not in shop long enough.

Seniority Rights:
Same for men and women.

Special Activities in Regard to Community Services:
None.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

See above for Continued Employment
Equal Pay

Other:
Mr. Huck seemed interested in trying to get women to be active as they come into shop.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Women interviewed said they had joined the union and paid dues. Said they did not know where meetings were held and were not given anything (when asked if they had seen contract.) They do not yet know anything about the union. They said they were pushing rather heavy trucks around and that they lifted grinders which were very heavy. They did not complain--said they liked the work.

CURTISS-WRIGHT CORP. PROPELLER DIV. INDIANAPOLIS, IND. 26 58

UNION

IAM 10
AFL
LOCAL 769
District #90
INDIANAPOLIS, IND.
26

LOCAL WAS ORGANIZED IN 1941

WOMEN HAVE BEEN MEMBERS SINCE 1942

TYPE OF WORKER - PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
CURTISS WRIGHT PROPELLER DIV.	2000	1000	1500	750
			33✓	33⅓
			33.7	
	7000		2250	

	M - W
INITIATION	$5
DUES:	
PRODUCTION	$1.45
SKILLED	$2.00
FINES	—

COMMITTEES ON WHICH WOMEN SERVE
ENTERTAINMENT - 2 WOMEN
SICK - 2 WOMEN

OTHER COMMITTEES
PRESIDENT APPOINTS COMMITTEES FROM TIME TO TIME SUBJECT TO APPROVAL BY LOCAL - WOMEN ARE REPRESENTED. NO STANDING COMMITTEE IN THE LOCAL

OFFICES HELD BY WOMEN
RECORDING SECRETARY
2 ON EXECUTIVE BOARD

ATTENDANCE
NEITHER MEN NOR WOMEN ATTEND VERY WELL.

PLANT - UNION

✓ PRODUCT
AIRPLANE PROPELLERS

UNION HAD FIRST CONTRACT WITH PLANT IN 1941

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1942

PAYMENT OF DUES - CHECKOFF (VOLUNTARY) UNION OFFICE

WOMEN WERE NOT ON PRODUCTION IN NORMAL TIMES.

BARGAINING None
2 WOMEN HAVE SERVED. THERE IS NO STANDING COMM - IT IS APPOINTED PRIOR TO NEGOTIATING A CONTRACT

LABOR-MANAGEMENT	4 MEN 2 WOMEN
SHOP STEWARD	40 MEN 14 WOMEN
GRIEVANCE (GRIEVANCE AND BARGAINING ARE THE SAME)	5 M 0 W.
TRANSPORTATION - NO WOMEN	

X

CONTRACT

CONTRACT EXPIRES MARCH 18 1945 2 YR CONT. AUTOMATIC RENEWAL UNLESS 30 DAY WRITTEN NOTICE OF TERMINATION.

KIND OF CONTRACT - MAINTENANCE OF MEMBERSHIP

CONTRACT PROVIDES SAME STARTING RATE ✓ FOR INEXPERIENCED MEN AND WOMEN.

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN. O

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY O RATE OF JOB REGARDLESS OF SEX

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

NO MENTION OF WOMEN IN CONTRACT, USE WORD "EMPLOYEES" ALL THRU CONTRACT

D Pr Oc SENIORITY
SENIORITY LISTS ARE MAINTAINED BY
DEPARTMENT
PLANT-WIDE ✓
OCCUPATION
NOT BY SEX
(Over)

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
CONTRACT PROVIDES LUNCH PERIODS - LENGTH NOT STATED PROVIDED ONLY IN DEPTS. WHICH WORK 3 SHIFTS

LEAVE OF ABSENCE
MAXIMUM LENGTH 6 MONTHS
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED

PAID VACATIONS

2 DAYS -	6 MO.	LESS THAN	8 MO
3 "	8 "		10 "
4 "	10 "		12 "
5 "	1 YEAR OR OVER		
6 "	2 "		
7 "	3 "		
8 "	4 "		
9 "	5 "		
10 "	6 "		

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS" M

THERE ARE NO MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED ✓✓

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB BUT ALL START AT SAME RATE X

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT J

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS NOT AN ISSUE SINCE ALL JOBS ARE GRADED. NR

1 WOMAN STATED THAT W. ARE ON ALL JOBS THEY ARE PHYSICALLY ABLE TO PERFORM. SEX PREJUDICE HAS GIVEN WAY TO PRODUCTION. SENIORITY PREVAILS. SHE SAID W. ARE NOT KEPT AT ✓ LOWER PAID JOBS LONGER UNLESS THEY WISH TO STAY "PUT".
BUS. REP STATED THE JOBS ARE THERE, THE TRAINING IS THERE, AND UPGRADING IS DEFINITELY BY SENIORITY. O

D Pr Oc SENIORITY
SENIORITY LISTS ARE MAINTAINED BY
DEPARTMENT
PLANT-WIDE
OCCUPATION ✓
NOT BY SEX
(TEMPORARY WORKERS HAVE NO SENIORITY)

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES 3 SHIFTS
WOMEN ARE ON ALL SHIFTS
PLACEMENT DEPENDS ON SENIORITY - NEW HELP MAY BE HIRED FOR 1ST SHIFT IF NO ONE ON NIGHT SHIFT WANTS TO TRANSFER

REST PERIODS
NONE

LUNCH PERIODS
MEN AND WOMEN - 20 MINUTES PAID FOR

PREGNANCY POLICY
TIME LIMIT - 9 MONTHS, IN SOME CASES HAS BEEN EXTENDED
SENIORITY RIGHTS ARE RETAINED AND ACCUMULATED
WITHOUT PAY UNLESS THEY BELONG TO INSURANCE PLAN. UNION HAS NOTHING TO DO WITH IT
L 79. M-15
2 OK

JOB AND RATE SHEET T
MAJORITY OF WOMEN ARE ON TIME WORK AND INCENTIVE.
JOBS AND RATES ARE NOT LISTED BY SEX -
X

WLB CASE

THE UNION HAD A RULING SOMETIME IN 1942 AND RECEIVED A GENERAL INCREASE AND BACK PAY

ANOTHER CASE AND RULING SOMETIME IN 1943 ON JOB EVALUATION

NOW ASKING FOR A GENERAL INCREASE IN WAGES 10¢ PH. - CASE HAS NOT BEEN CERTIFIED YET. ALSO ASKED FOR ATTENDANCE BONUS -

AT NO TIME HAS THERE BEEN A CASE ON EQUAL PAY

5/44

Paul E. Wise - President
Edward Swannine - Grand Lodge Rep.
William J. Layton - Bus. Rep.
David Nelson - Bus. Rep.
Mrs. Florence Alders - Rec. Secy.
Miss Dorothy Davis - Labor-Management Comm.
Ruby Fetzer - Steward

2

Union Program for Increasing Women's Participation in Union Activities: #58 Gen. 27, 2nd

Dorothy Davis stated that no special program for women. She said local puts up $5 to be distributed by lot at union meetings. If a number is drawn and the member is not present the local adds another $5 each meeting until a member is present whose number is drawn. Sometimes a $25 bond is distributed in this way to stimulate union attendance. W.J. Layton said that there is no special program for either men or women.

Attitude of Local Union Officials Interviewed Toward: ✓

Continued Employment of Women:
Mr. Swannie stated that women will certainly work after the war. He had a good, fair attitude.
Mr. Layton said in this local seniority will prevail.
Mr. Nelson said that seniority will be the guiding factor.
Mr. Wise--Attitude was good. He added that after the war if women have support they should not work.

Equal Pay:
The above were for equal pay for women as a matter of fairness and protecting men's rates.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women: ✓

Dorothy Davis stated that there is no definite or special program for women. She felt that the union had done a good job on equal pay, seniority, and especially the vacation plan.
Ruby Fetzer said that when the president appoints any committee half of them are women, and they serve very well together. She is satisfied with the present set-up, but would like to see the women take more interest in the union.
Florence Aldus stated that the union has done very well by the women, but improvements can be made here and there. All three women said women were on the job in the plant, but lax in local meeting attendance. (Union has resorted to door prizes to encourage better attendance.)
Mr. Wise - President
Stated that the Grievance Committee and the Shop Stewards are selected by the Ex. Bd. The Company and the union have mutually agreed that no woman should work after four months of pregnancy, however, they do not insist she leave. Company asked the union for some plan to stop absenteeism. Union suggested that if the employee works 40 hours a week he be given 1 hour extra pay per day. Company agreed. Referred to WLB.

Ruby Fetzer - Steward
She worked at the plant for 2 years. Said no women have worked up to Grade 1, a few in Grade 2, the higher hour rate brackets. A large majority are in
Grade 6 - providing a maximum rate of 97¢ p.h.
Grade 7 - 90¢
Grade 8 - 84¢
However, all employees can progress as provided in contract, page 13, paragraph G.H.

Florence Alders - Rec. Secy and Steward
Stated there are more men in her department and she takes up men's grievances as well as women's. There are men and women in all departments, so that every woman steward has men in her respective dept. She said that the union appoints stewards according to qualifications, not sex; both men and women must prove their worth to qualify. Men accept women stewards and get along fine.

Dorothy Davis - Labor-Management Comm. Former shop steward
A very fine young woman, "personality plus". All whom I visited spoke highly of her. She instructs on various jobs. Prior to working at the plant she was very much against unions, admitting she had believed the newspapers. Upon employment at the plant she realized the necessity of a union and has become an active, staunch union member. A large majority of the women don't take the union seriously, she said, lax in attending meetings (men the same). When things run smoothly in the plant no need to attend meetings they say. She feels the women have an inferiority complex and think that the men can do things much better, both in the plant and in the union. She thinks very differently and feels she can do what men have accomplished; has proven it by being in Grade 2 bracket with the highest rate plus bonus. Women are being upgraded; if ambitious they can work up to Grade 2 with bonus sometimes 28%.

Prior to January 1944 the stewards were elected and they had 154 stewards. Now they are appointed and have 54. The plant was zoned to accomplish this. The incentive rate varies. Inspection rate is 10%, on production lines vary from 10% to 28%. Every job is timed in conjunction with union representative as to what an average worker can do in 450 minutes per day. Any production over that stipulation is considered bonus. They are pooled in some instances on a Dept. basis, others on a floor basis.

Colored people are employed but the union does not accept them into membership. Miss Davis spoke of a colored man fighting with the foreman (but agreed that the white men fight, too.) She was prejudiced against the colored (which reflects the Inst. Mach. Union position of the colored workers) and feared race riots when the war is over.

CONTRACT
WLB MATERIAL

MOULDINGS INC. INDIANAPOLIS, INDIANA

59

UNION

IAM 10
AFL
1449
INDIANAPOLIS, IND
26

LOCAL WAS ORGANIZED IN OCTOBER 1938.

WOMEN HAVE BEEN MEMBERS SINCE OCT. 1938

TYPE OF WORKER:
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
MOULDINGS INC.	250	250	230	230
		50		50
			50.0	
	500		460	

INITIATION $6
DUES $1.25
FINES -
OTHER - $10 REINSTATEMENT FEE FOR BEING SUSPENDED

COMMITTEES ON WHICH WOMEN SERVE
ENTERTAINMENT 2 (WOMAN CHAIRMAN)
SICK 2
INTERVIEW APPLICANTS 1

OTHER COMMITTEES
APPOINTED FROM TIME TO TIME - WOMEN ARE REPRESENTED

OFFICES HELD BY WOMEN
REC. SEC'Y, TREAS. } MEMBERS OF EX. BD. BY VIRTUE OF THEIR OFFICE
DELEGATE TO DISTRICT LODGE - ICON EX BD. OF DISTRICT LODGE

ATTENDANCE
NOT VERY GOOD. WOMEN ATTEND A LITTLE BETTER THAN MEN - PLANT OPERATES 6 DAYS A WEEK AND LOCAL MEETS ON SUNDAY SO IT IS DIFFICULT TO ATTEND -

PLANT

2 PRODUCT
AIRCRAFT PARTS AND SHAPES

UNION HAS HAD CONTRACT WITH PLANT SINCE OCT. 1938

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE OCT. 1938

PAYMENT OF DUES: UNION HALL BY MAIL

WOMEN WERE ON PRODUCTION IN NORMAL TIMES. ✓

WOMEN'S UNION ACTIVITIES IN PLANT ✓

	M	W
BARGAINING / GRIEVANCE	3	1
LABOR MANAGEMENT	—	—
SHOP STEWARDS	0	0

SAFETY COMM. - HALF WOMEN - COMM. IS CHANGED MONTHLY GIVING OPPORTUNITY FOR MORE MEMBERS TO SERVE ✓

CONTRACT

CONTRACT EXPIRES JULY 1, 1944

KIND OF CONTRACT
UNION SHOP
—

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN. ✓

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN ✓

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY RATE OF JOB REGARDLESS OF SEX

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

IS MENTION OF WOMEN IN CONTRACT.

PW
SENIORITY
SENIORITY LISTS ARE PLANT WIDE - NOT BY SEX ✓
(over)

WOMEN ARE NOT DISCRIMINATED AGAINST IN
LAY-OFF
REHIRING
(NO MENTION OF PROMOTION IN CONTRACT)

REST PERIODS
NO PROVISION

LUNCH PERIODS
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH NOT STATED

PAID VACATIONS

1 DAY - 400 HRS LESS THAN 600	
2 DAYS - 600	1000
3 DAYS - 1000	1400
4 DAYS 1400	1700
5 DAYS 1700 +	

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS" M

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED ✓✓

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB. ✓

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

SEE NEXT PAGES FOR OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN. ✓

PW
SENIORITY
SENIORITY LISTS ARE PLANT WIDE - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES 2 SHIFTS (1 SMALL DEPT. WORKS 3) WOMEN ON 2 SHIFTS PLACEMENT DEPENDS ON SENIORITY. ✓

N. DN 1/3/44

REST PERIODS
NO FORMAL REST PERIODS

LUNCH PERIOD
MEN AND WOMEN. 30 MINUTES NOT PAID FOR

THE LUNCH PERIOD ON 3RD SHIFT IS PAID FOR.

PREGNANCY POLICY
EACH CASE IS TAKEN UP SEPARATELY WITH NO DEFINITE TIME LIMIT -
SENIORITY RIGHTS ARE RETAINED AND ACCUMULATED.
WITH PAY - A FORMER PRES. HAD CO. ADOPT INSURANCE POLICY PROVIDING FOR SICK, DEATH & HOSPITALIZATION BENEFITS WITHOUT COST TO EM.

JOB + RATE SHEET T
MAJORITY OF WOMEN ARE ON TIME WORK - ALL WORKERS RECEIVE PER. CENTAGE OF PROFITS EACH MONTH AND PREFERRED STOCK EACH CHRISTMAS.
OCCUPATIONS AND RATES ARE NOT LISTED BY SEX. X

WLB MATERIAL

REGIONAL NUMBER
6-13325

STATUS OF CASE.
SETTLED BY REGIONAL BOARD AUG. 17, 1943

TYPE OF CASE
VOLUNTARY

ISSUES
EQUAL STARTING RATE
ELIMINATION OF INTRAPLANT INEQUITIES IN HRLY. RATES OF M AND W BY 5¢ INCREASE FOR MEN AND 10¢ FOR W
GENERAL 5¢ HR. INCREASE TO EMPLOYEES ABOVE PROPOSED MINIMUM.
SHORTENING LENGTH OF SERVICE SCHEDULE
UNION AGREED WITH CO. TO ABOVE

RULING
APPROVAL AND 5¢ph ADDITIONAL TO EMPLOYEES ON 2nd and 3RD SHIFTS ✱

3/44

Mr. Clyde Pruitt -- President
Mrs. Phyllis Power -- Safety Comm., Chmn. Entertainment

Mrs. Gracie Irvine - Examines new applicants
Mrs. Lillian Foster - Rec. Sec.

2

Union Program for Increasing Women's Participation in Union Activities:

Mr. Pruitt - No program
Lillian Foster - If union runs anything special the women are on the job. But there is no special program for either men or women.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Pruitt stated that women have always worked in the plant and always will.

Equal Pay:
Mr. Pruitt favors equal pay. Women won equal pay in 1943/ prior to that the men were not so favorable toward it.

Union Program for Increasing Women's Participation in Union Activities:

See above for Equal Pay and Seniority rights.

Special Activites in Regard to Community Services:
Union cooperates with Red Cross Drive (women on Comm.); Community Fund (women on Comm.); and Clothe the Child (all women on the comm.). A local newspaper each Christmas puts on a drive called "Clothe the Child". They furnish names of children, and this local clothes a certain number of children thru personal contributions, collecting pennies at each meeting for this fund.

Attitude of Local Union Officlas Interviewed Toward Special Problems of Women:

Continued Employment;
Clyde Pruitt stated that women have always worked in this plant and will continue. Seniority prevailing.

Equal Pay:
Clyde Pruitt accepts the equal pay program. Mrs. Power, Irvine, Foster said the women after several years in the plant began agitating for equal pay and same entrance rate. The men were not for it particularly, but the women won.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Lillian Foster said that after the women won the equal pay program the men accepted the women on an equal basis.
Grace Irvine feels the women have seniority, vacations, equal pay, etc. and is an adequate program.
Phyllis Power stated there is no special program for women. Men and women share the same benefits from the union.

Opinions as to whether majority of women are kept at lower paid jobs longer than men:

Grace Irvine stated that most of the work is on same level and there are not so many jobs for upgrading.
Lillian Foster said now that women have equal pay women interchange jobs with men, and are sent all over the plant.
Clyde Pruitt stated seniority previals in upgrading.
Phyllis Powers expressed the opinion that some jobs are not suitable for women. Women have been tried on them and were unable to handle it. Some men, too, are not suited for certain heavy jobs.

Lillian Foster was a very fine and understanding woman. AT 14 (she lied about her age) she worked in a machine shop and had a "yen" for machines. She eagerly watched the operators work. One day a lathe operator was absent and the foreman asked her if she would try it. She said yes and that was her entry into the trade. She has taken an Army test and Navy test and has her certificate as an acetylene welder with a man's hourly rate.

Grace Irvine an old time worker in machine shop was very cooperative. She stated that generally women take as active a part as men in the union. She said there was no colored help not even a janitor. She had seen colored people write out applications but so far they have not been empoiyed. Gov't. has told the Co. to hire colored but the Co. said they could not because the union would not accept them into membership, (according to her statement).

Phyllis Power worked at plant five uears she was very helpful. She said Co. began paying monthly divide nds about four yearsw ago. Co. is veru cooperative in all matters.

C. Pruitt stated that a few salesmen who also had worked in the plant pooled their money and statrd a new company. Many of the old workers went with them and halped build up their business. The new company is grateful for this help and wants to share their profits with them. Hence the monthly dividend, on profits not wages. Last month the employees received 25% of the monthly profit. This dividend varies from 5% to 27% Each Christmas employees receive shares of stock "to boot" Indirectly it is an incentive plan. The women interviewed also spoke of the stock and the dividends.

CONTRACT NR ANACONDA WIRE AND CABLE CO. - ANDERSON, INDIANA 61

UNION

FEDERAL LABOR UNION 14
AFL
LOCAL 18704
ANDERSON, INDIANA
23

LOCAL WAS ORGANIZED IN 1934

WOMEN HAVE BEEN MEMBERS SINCE 1936

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
ANACONDA WIRE AND CABLE CO.	200	50	200	50
		20%		20%
		20.0		

INITIATION $2
DUES $1
FINES -
OTHER - $1 ASSESSMENT WHEN THERE IS A DEATH IN THE LOCAL

COMMITTEES ON WHICH WOMEN SERVE
GOOD AND WELFARE COMM. 1 WOMAN
SERVICE MEN'S COMM. 1 WOMAN

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
RECORDING SECRETARY

ATTENDANCE
FAIR - 10-12 ATTEND. IF AN ISSUE ARISES
WOMEN ATTEND VERY WELL

PLANT UNION

6 PRODUCT
COPPER WIRE AND CABLES

UNION HAS HAD CONTRACT WITH PLANT SINCE 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1936

PAYMENT OF DUES
TREASURER AT UNION HALL

A FEW WOMEN WERE ON PRODUCTION IN NORMAL TIMES

BARGAINING COMM. IS APPOINTED BY PRES. HAD A COMM. OF ABOUT 10 MEN AND 1 WOMAN WHO DRAW UP CONTRACT AFTER WHICH A SMALLER COMM 4-5 (1 W) BARGAINS WITH Co. - AFTER CONTRACT IS SIGNED COMM. IS DISMISSED. PRESENT CONTRACT IS SIGNED BY 1 WOMAN.

LABOR MANAGEMENT	2 M.	0 W.
SHOP STEWARDS } GRIEVANCE COMM.	3 M	0 W
TRANSPORTATION	NR M.	0 W
COMM. TO SEE THAT DUES AND ASSESSMENTS ARE PAID - CHECK NEW APPLICATIONS	3 M	0 W

CONTRACT

CONTRACT EXPIRES JULY 1. 1944

KIND OF CONTRACT
UNION SHOP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN - 80¢
WOMEN - 70¢

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN - LOWER MINIMUM RATE

WOMEN ARE MENTIONED IN CONTRACT

Jobs listed

SENIORITY
LISTS ARE BY DEPARTMENT AND PLANT-WIDE NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
NO PROVISION

PAID VACATIONS
IF HAVE WORKED AT LEAST 6 MO. DURING YEAR MAY 1, 1943 - APRIL 30, 1944 AND HAVE 1 YEAR'S SENIORITY WITH CO. ON MAY 1, 1944 - 1 WEEK VACATION
5 YEAR'S SENIORITY - 2 WEEK VACATION

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT AND BY BARGAINING M + C

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN X

J PW SENIORITY
LISTS ARE BY DEPARTMENT AND PLANT-WIDE BY SEX X
(ALL JOBS ARE LISTED BY SEX - AND ARE POSTED FOR BIDDING AS MALE AND FEMALE)

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION - (NO WOMAN IS ALLOWED TO GO ON A MAN'S JOB WITH A MAN'S RATE REGARDLESS OF HOW MUCH SENIORITY SHE MAY HAVE IF A MAN IS AVAILABLE)

PLANT OPERATES 3 SHIFTS WOMEN ARE ON ALL 3

PLACEMENT DEPENDS ON SENIORITY

REST PERIODS
NO FORMAL REST PERIODS

LUNCH PERIODS
NO LUNCH PERIODS EAT ON THE JOB
(MAINTENANCE DEPT. TAKES 30 MINUTES AND WORKS 20 MINUTES LONGER AT NIGHT)

PREGNANCY POLICY
DISCHARGE
Discharge

JOB AND RATE SHEET T
WOMEN ARE ON TIME WORK
SOME OCCUPATIONS AND RATES ARE LISTED BY SEX
W's jobs --- V
Rate for job V where M + W on same jobs

WLB CASE

REGIONAL NUMBER
NR

STATUS:
PENDING BEFORE REGIONAL BOARD

TYPE:
VOLUNTARY

ISSUES
RAISE FOR ALL INSPECTORS MALE & FEMALE FROM 85¢ TO 95¢ PER HOUR
FORELADY RAISE FROM 95¢ TO $1.00 HR

5/27/44

C. Orville Passwater - Fin. Secy.
Miss Ada Williams - Rec. Secy.
Mrs. Mame Jenkins - Member
Mrs. Gertrude Harris - Former Rec. Secy.
Mr. William Wilson - President

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Mrs. Harris stated that they occassionaly have community singing and local union talent entertainment.
Mr. Passwater stated there was no special program for women. The officers urge the women to attend regular meetings.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Passwater stated that his wife is working. After the war he wants her to quit. He stated his experience has been that married women generally get too independent when they earn their own money, and they won't do what you want them to do. "They get too bossy."

Equal Pay:
Mr. Passwater stated that women should have same rate when they perform men's jobs. However, if they need assistance he did not feel they should have the same rate.
Mrs. Harris stated that the old Bargaining Committee was against equal pay. Men were fighting not to give more money to women.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
If women can perform a man's job all the way thru she receives men's rate. If she needs assistance of any kind she does not receive the men's rate.

Training and Upgrading Opportunities:
Men have the preference of all training and upgrading. If no men are available then women may upgrade.

Seniority Rights:
Men have first seniority rights by virtue of being ~~male~~ men

Special Activities in Regard to Community Services:
Union participates in Community Chest, Red Cross, USO, and Infantile Paralysis Drive.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Harris stated that she worked at plant 16 years, and that no women are put on men's jobs if men are available. She feels women could do most of the men's jobs, altho they are harder and heavier. The union program generally speaking, is to keep women on women's work with women's rates and the men keep their jobs with the higher rates. She feels the men are very unfair to the women.
Miss Williams worked 11 years and stated that the union has accomplished a great deal for both men and women, but the men usually take the best part of the bargain. It seems to be a verbal agreement between the Co. and the Union that men be given preference in men's jobs regardless of seniority.
Mrs. Jenkins stated that men begin as sweepers at a higher rate than women on production. She feels the men have slipped over a lot of things on the women, and the women, in general, are not satisfied with the union program toward women.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Mr. Passwater stated women are mostly on women's jobs and usually stay there with a lower women's hour rate. Not many have upgraded to men's jobs and men's rates. Women are not allowed to do men's work if any men are available.
All of the women stated many of the men's jobs are not suitable for women, women may bid for those which are suitable but they certainly are not encouraged to do so by the men. Consequently large majority of women are on lower paid jobs longer than men.

Mrs. Harris:
Signed the enclosed contract. She stated a woman bid on a job and worked at it 4 weeks; then a man was available and he got that job and the woman was "kicked off," and put back to the women's job. In this instance that job paid $1.09 per hour. According to contract "any employee assigned to a job on which he has no experience the rate is 10¢ below top rate for 30 days; next 30 days 5¢ below top rate, after 60 days receive top rate." She felt that was very unfair to the woman after working on the job 4 weeks. There is nothing in the contract allowing this procedure, but that is what happens and the women don't like it.

Mrs. Jenkins:
Before the wages were frozen the men agreed to an increase of 7¢ an hour for men and 2¢ an hour for women. When it became effective the "women raised Cain." She agreed the women were not on the job when the question came up in the local and that the men "got away with it." She can now see that the women must be on the job in the union in order to see that the women get what is coming to them. She said she was offered a man's job with men's rate, but she refused because she felt it was too heavy for her to keep up. What she wants is a higher hour rate for women's jobs. The plant has been on a 7 day week for over a year sometimes women work 9 hours a day. It is getting too much for women to work 7 days a week and overtime besides. The company will not give releases to women on the inspection line. The hour rates are too low; 10-12 women inspectors were going to quit individually and stay home the required 60 days, then get jobs elsewhere. The company got very excited about it and would not let them out of the door. Now the company and the Union have signed a joint request for increase on inspection jobs. A hearing was held by WLB in Chicago and Mrs. Jenkins was chosen to represent the women at this time. This happend a few weeks ago. The men said that the women had more "gumption" than they had.

Miss Williams:
There are several women on men's jobs but the feeling is to keep them off men's jobs. She, herself, upgraded from a 78¢ hour women's job to a 91¢ hour man's job, but it is much harder and a dirty job. She said there is a decided distinction between men's and women's jobs, but more women could do them if given a chance. Many women don't want the heavy and dirty jobs, even tho they pay more.

CONTRACT + F

KEN-RAD TUBE AND LAMP CORP. - OWENSBORO, KY

UNION

IUAWA 12
AFL
LOCAL 783
OWENSBORO, KY.
30

LOCAL WAS ORGANIZED IN SEPTEMBER 1942

WOMEN HAVE BEEN MEMBERS SINCE SEPTEMBER 1942

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
KEN-RAD TUBE AND LAMP CORP.	340	2650	255	1987

INITIATION $2
DUES $1
FINES –
OTHER –

COMMITTEES ON WHICH WOMEN SERVE
BARGAINING COMM.
GRIEVANCE COMM

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
FINANCIAL SECRETARY
RECORDING SECRETARY

ATTENDANCE
FAIRLY GOOD BUT NOT AS GOOD AS MEN IN PROPORTION TO NUMBERS EMPLOYED. UNION IS CONSIDERING IMPOSING A FINE FOR FAILURE TO ATTEND MEETINGS.

PLANT - UNION

3 PRODUCT
GLASS AND METAL RADIO TUBES - TRANSMITTING AND RECEIVING OF MANY SIZES AND TYPES

UNION HAS HAD CONTRACT WITH PLANT SINCE MAY 16, 1944

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE SEPT. 1942

PAYMENT OF DUES CHECKOFF
(CONTRACT JUST SIGNED AND THIS HAS NOT BEEN STARTED YET)

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES

	M	W
BARGAINING COMM.	5	2
NO LABOR MANAGEMENT COMM		
SHOP STEWARD*	23	40
GRIEVANCE COMMITTEEMEN*	16	7

(* DOES NOT SEEM TO BE MUCH DIFFERENCE IN DUTIES OF COMMITTEEMEN AND SHOP STEWARDS - BOTH TAKE UP GRIEVANCES IN FIRST STAGES)

DEPARTMENT	NO. EMPLOYED M	NO. EMPLOYED W	SHOP STEWARD M	SHOP STEWARD W	GRIEVANCE COMM M	GRIEVANCE COMM W
SEB GLASS*	NR	NR	0	3	3	0
GLASS MOUNTING*			1	7	1	0
GRID*			1	4	1	1
PARTS*			2	4	0	1
METAL STEM			1	0	1	0
GLASS STEM			2	2	1	0
RETEST AND SPRAY			1	1	0	0
LAMP DIV. AND OTHER DEPTS. IN TUBE DIV. NR						

* LARGEST DEPTS. EMPLOYING MOSTLY WOMEN

CONTRACT

CONTRACT EXPIRES MAY 16, 1945

KIND OF CONTRACT:
MAINTENANCE OF MEMBERSHIP

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

WOMEN ARE MENTIONED IN CONTRACT IN EQUAL PAY CLAUSE

SENIORITY

LISTS ARE MAINTAINED BY DEPARTMENT - NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY OFF
REHIRING

REST PERIODS
CONTRACT PROVIDES REST PERIODS FOR MEN AND WOMEN - 2 10 MIN. PERIODS EACH WORKDAY

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH NOT STATED - GRANTED BY MANAGEMENT

PAID VACATIONS
1 WEEK'S VACATION WITH 40 HOURS PAY FOR 1 YEAR'S SERVICE PRIOR TO JUNE 1ST OF EACH YEAR, PREFERENCE BY SENIORITY.

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS"

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED.

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR JOBS IN PLANT - PER CONTRACT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT

(IF THERE IS A COMPLAINT UNION TAKES UP THRU GRIEVANCE PROCEDURE)

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN

WOMEN AVERAGE 50-65¢ PER HOUR WHICH IS LESS THAN MEN'S AVERAGE. WOMEN ARE ON 95% OF JOBS ALREADY. HOWEVER THERE ARE MEN'S JOBS WHICH W. COULD DO AND ALSO MEN ON JOBS NOT MORE SKILLED THAN THOSE WOMEN ARE ON, YET THE MEN AVERAGE ADDL. - 2 WOMEN.

SENIORITY

LISTS ARE MAINTAINED BY DEPARTMENT - NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY OFF
REHIRING

PLANT OPERATES 2 SHIFTS - WOMEN ON BOTH

PLACEMENT DOES NOT DEPEND ON SENIORITY

REST PERIODS
FORMAL REST PERIODS FOR MEN AND WOMEN PAID FOR

LUNCH PERIOD
MEN AND WOMEN 1 HOUR NOT PAID FOR

PREGNANCY POLICY
NO POLICY - MAY GET LEAVE FROM MANAGEMENT

JOB & RATE SHEET
MAJORITY OF WOMEN ARE ON PIECE WORK

OCCUPATIONS AND RATES ARE NOT LISTED BY SEX

WLB CASE

REGIONAL NUMBER
2992-CS-D
B1546

STATUS
SETTLED BY NATIONAL BOARD 7/43
FINAL APPROVAL OF CONTRACT MAY 1944

TYPE
DISPUTE

ISSUES
COMPANY AND UNION DISAGREED ON WAGE QUESTIONS (INCREASES AND RETROACTIVE DATE); VACATION PAY PROVISIONS AND PROVISIONS FOR LEARNER PERIOD (EQUAL PAY NOT AN ISSUE BUT CLAUSE APPROVED BY WLB.

NWLB RULING:
NWLB approved the agreemtn between parties containing modification of a previously ordered wage award providing for a 50¢ minimum rate, a 3¢ general increase above the 50¢ rate, both retroactive to Sept. 4, 1942, and a starting rate of 40¢ for learners, reaching 50¢ after 45 days. The Owensboro tube and lamp plants were taken over by Army on April 13 at direction of the President, following company's refusal to comply with order. Agreed to exclude former employees except those in service from retroactive wage award and to extend period in which learners reach 50¢ rate from 45 to 84 days.

6/7/44

Mr. J. F. Mitchell - Vice Pres.
Miss Helen R. Ford - Fin. Secy.
Mr. Peter G. Noll - Regional Dir.
Mrs. Dorothy Mitchell - Member
Miss Ethel M. Reed - Member
Miss Ragon Galloway - Member
Mr. Herbert Worth - Committeeman
Miss Marie Kessinger - Member

OK

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

None.
Some of th girls who came in the hall to pay dues said they had not seem contract and did not understand whether they had a closed shop, etc. Esthel Reed, Ragon Galloway and Mr. Mitchell said that there weremany thing to straighten out in the shop, many complaints that would have to be taken up, etc.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Is not a question as they were employed on majority of jobs before the war.

Equal Pay:
Mitchell and Worth felt that women should get the rate of the job. Equal pay clause is in contract and there are several grievances in on this at the present time.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Not such an important question as relatively few women have gone on jobs formerly perfomred by men. Mr. Mitchell and Ethel Reed reported some grievances filed for equal pay. Reeds own case has been sent to WLB. Mr. Noll said that he had requested committeemen to look for jobs performed by women which formerly were men's and see that they got equal pay.

Training and Upgrading Opportunities:
Women trained on the job for work in any one department and remain there. No upgrading. Men's jobs pay better and in some cases women might bid for them as contract provides same seniority for men and women according to Mitchell and Ford.

Seniority Rights:
Helen Ford and Mr. Mitchell said that seniority was same for men and women.

Special Activities in Regard to Community Services:
No program.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Before the contract was signed union was not in position to do much Helen Ford said. Now it is new and as yet things are not straightened out inside the shop. The contract does not call for closed shop so they are trying to get all of the employees signed up.
Miss Galloway and Mrs. Mitchell and Miss Reed said that there was much to be done but the union is just getting under way since the signing of the contract.

Benefits to Women of WLB Ruling :
Equal pay clause, wage increase, retroactive pay, and rest period. Women said that the rest periods were a great help.
Contract Provision re: Rest Period :

The Co. agrees to furnish reasonable adequate rest room space in its predent plants for the use of its employees during rest periods, before starting time and at lunch...

p. 10 sect. 5

CONTRACT

CUTLER HAMMER INC. MILWAUKEE WISCONSIN

63

UNION

IAM

AFL

LOCAL 1061

MILWAUKEE, WISC.

40

PLANT WAS ORGANIZED IN 1936

WOMEN HAVE BEEN MEMBERS SINCE 1936

TYPE OF WORKER
PRODUCTIVE
MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
CUTLER HAMMER INC	2750	2750	2233	1106
		50%		33%
1	$500	33%	3339	

INITIATION $6

DUES
PRODUCTIVE - $1.50
JOURNEYMAN - $2

FINES -

COMMITTEES ON WHICH WOMEN SERVE
PUBLICITY - 3 WOMEN (1 IS BUS. MGR. OF EDUCATIONAL 2 " MONTHLY PUBLICATION)
ASSOCIATE EDITORS OF MONTHLY PUBLICATION (SAME AS PUBLICITY COMM.)

OTHER COMMITTEES
LEGISLATIVE
RELIEF
RECREATIONAL AND ATHLETIC

OFFICES HELD BY WOMEN
EXECUTIVE BOARD - 1 WOMAN
DELEGATE TO FEDERATED TRADES (CITY CENTRAL BODY) 6 WOMEN

ATTENDANCE
NOT VERY GOOD. ON A PAR WITH MEN. IF AN ISSUE ARISES THERE IS VERY GOOD ATTENDANCE

PLANT - UNION

3 PRODUCT
ELECTRICAL CONTROL APPARATUS OR EQUIPMENT

UNION HAS HAD CONTRACT WITH PLANT SINCE 1936

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1936

PAYMENT OF DUES AT OFFICE AND AT MEETINGS

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES ✓

	M	W
BARGAINING COMM. / GRIEVANCE COMM.	9	0
LABOR MANAGEMENT	2	0
SHOP STEWARD	6	28

X

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
MACHINE SHOP	140	20	2	0
COIL WINDER	15	70	0	1
INSPECTION	22	10	STEWARD IN SERVICE - WILL HAVE ELECTION	
INSPECTION	50	80	0	1
MACHWE SHOP	100	30	2	0
ASSEMBLING	150	250	1	4

GRIEVANCE COMM. SERVES PLANT-WIDE

CONTRACT

CONTRACT EXPIRES JULY 1, 1944

KIND OF CONTRACT PREFERENTIAL SHOP
Union security.

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN - 56¢ + INCENTIVE 58¢ DAY WORK
WOMEN - 48¢ + INCENTIVE 50¢ DAY WORK

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY LOWER STARTING RATE

WOMEN ARE MENTIONED IN CONTRACT

D (1600) SENIORITY

LISTS ARE MAINTAINED BY DEPARTMENT; BY OCCUPATION - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH - 30 DAYS EXCEPT BY CONSENT OF BOTH PARTIES

PAID VACATIONS
1 WEEK VACATION AND 40 HOURS PAY FOR 1-5 YEARS SERVICE

2 WEEKS VACATION AND 80 HOURS PAY FOR 5 OR MORE YEARS SERVICE

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED ✓✓

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT AND BY BARGAINING M

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

X

o

D - OC SENIORITY

LISTS ARE MAINTAINED BY DEPARTMENT - NOT BY SEX ✓

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION - (WOMEN ARE NOT PUT ON MEN'S JOBS IF MEN ARE AVAILABLE)

PLANT OPERATES 3 SHIFTS WOMEN ARE ON ALL

PLACEMENT DEPENDS ON SENIORITY, VERY FEW W. ARE ON 3D SHIFT, TWO.

REST PERIODS
MEN - NO
WOMEN - SOME DEPTS. GIVE REST PERIODS (PAID FOR) OTHERS DO NOT

LUNCH PERIODS
MEN - 30 MIN, NOT PAID FOR, IN SOME DEPTS IN OTHER DEPTS. NO LUNCH PERIODS (PRODUCTION)
* MAINTENANCE
WOMEN - 30-40-45 MIN. NOT PAID

PREGNANCY POLICY
NO POLICY
WOMEN RESIGN AT THEIR OWN DISCRETION

JOB AND RATE SHEET T
HALF OF WOMEN ARE ON TIME AND INCENTIVE AND HALF ON PIECE WORK
SOME OCCUPATIONS AND RATES ARE LISTED BY SEX
IN SUCH OCCUPATIONS RATES ARE LOWER FOR WOMEN
XX*

WLB CASE

REGIONAL NUMBER
NR

STATUS
PENDING BEFORE REGIONAL BOARD

TYPE
VOLUNTARY
6-19 - Req. WLB Approval

ISSUES
RAISE STARTING RATE FOR INEXPERIENCED MEN AND WOMEN + AUTOMATIC INCREASES
INCREASE PRESENT MALE RATE FOR DAY WORKERS 5¢ HOUR *
" " INCENTIVE WORKERS 4¢ HOUR
FEMALE " DAY WORKERS 6¢ HOUR
" " INCENTIVE WORKERS 5¢ HOUR

Ruling -
6-19-44 - Req. WLB approved job classfcts. - M + F workers; + wage increases

* Req. WLB approval: Job classfcts. M + F workers Wage increases

6/17/44

Mr. Ray A. Bailey - Chief Bus. Agent
Mr. Ed. Schroedter - President
Mr. Herman Luedke - Fin. Secy.
Miss Betty Dressler - Steward
Miss Marie Tress - Member
Miss Anna Asmann - Steward
Miss Myrna Harder - Ass. Editor
Miss Louise Andritsch - Steward
Miss Julia Hart - Acting Steward

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Recreation Program consisting of Women's Base Ball Team
Women's Volley Ball Team
Women's Basket Ball Team
Women's Bowling Team
These teams have won many trophis which were on display in union office.
At present a "Pin-up Girl" contest in the plant--all these activities appeal to the younger girls.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Bailey--Women have always worked at this plant and will continue after the war. Seniority will prevail.
Mr. Luedke and Mr. Schroedter stated that they don't object to married women working, but feel that after the war women with support should quit. The general feeing of all was if men become available they should have jobs in preference to the women.

Equal Pay:
Mr. Bailey--When women are put on men's jobs and perform them without assistance, equal pay shoudl prevail. If, however, she needs help she can't expect equal pay.
Mr. Luedke and Mr. Schroedter seem to feel women need more supervision because of lack of experience and therefore allowances are made. But when women can do everything on the job ~~she is~~ definitely entitled to equal pay. Equal pay has been the bone of contention since women were put on men's jobs.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Mr. Bailey said where women do a man's job without a man's assistance the woman receives the man's rate.

Training and Upgrading Opportunities:
Mr. Schroedter said seniority and qualification governs.

Seniority Rights:
Mr. Luedke said seniority rights are the same for men and women.

Special Activities in Regard to Community Services:
Community Fund Drive, Infantile Paralysis, and Blood Bank Drives.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

~~OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:~~

Miss Asmann said in the past the program for women was none too good. The men always received higher increases than the women. Since the war, however, things have changed somewhat and the women fare better. More could be done for the women if they took more interest in the union affairs.

Miss Dressler said the women accept the lower rate schedule program because women do lighter work. Women arenot put on heavy work. Union sponsors a good recreational program. Union has done a lot for both men and women.

Miss Harder stated the union could do more for the women. In her department, inspection, men and women do the same kind of work. She claims women turn out just as much work as the men, but arepaid from 6¢ to 10¢ an hour less. If the women themselves would do something about it.

Miss Andritsch stated the union was really trying to raise the women's rates. The joint request to the WLB is for 1¢ an hour more increase for the women than the men.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:

Miss Dressler said majority of women are on women s jobs with women s rates. They progress up to the highest rate and stay there.

Mr. Schroedter said many of the jobs are not suited for women. Entirely too heavy for a woman. Women begin at lower rates and arelower all thru progression period.

Miss Tress stated that majority of women do not upgrade. Very few have men s rates in proportion to the women employed.

Miss Andritsch stated very definitely women and the majority are on lower paid jobs. In many instances there is sex prejudice.

Comments -

Hartley F. Nickerson:
Vice-President, International Association of Machinisits.
Generally speaking women are in the machine shops to stay, working on the finer and smaller parts; women have proven better than men, and they will not be replaced by men after the war. Jobs that have been broken down in order for women to work on them will not go back to their former status. It is the evolution in the machine manufacturing industry.

Economists, professors, technicians, efficiency experts, etc. are not interested in the worker. "Book learning without experience" does not make for actual production. Government is accepting the ideas of the so called learned men. The job evaluation plan and the point system of diagnosing the workers is unfair; he is opposed to this system. It is by doing that workers can give the best that is in them; an analysis test of alertness, neatness, courtesy, and various other questions, can change the entire picture and makeup of the worker. The job evaluation theory is a Metal Trades Association scheme, and the government, thru the professors and economists accepted this theory more or less.

They have not been able to get across to the employers the theory of cooperation and fair dealing with the workers.

The employers, generally speaking, have not changed in fighting the Unions and most of them deal with the unions because of war pressure. Over 2½ billion dollars have been collected from employers in excess profit taxes. Government contracts have been let at too high a figure, and have been refigured with big savings to the Government. Racketeering in labor unions is given big publicity, but highway robbery of the employers in dealing in government contracts is given the soft pedal.

There should be lots of work for at least ten years after the war and the unions will fight to keep their basic wage scales. Weekly hour schedules will be reduced so that the workers will not have as large a take home pay.

Generally speaking women do not take the trade unions seriously. Many do not expect to work after the war and they are not union minded. However, they have some very fine women in the various locals and IAM is on the lookout for promising timber as organizers among the women. So far none have materialized.

Agent (Mrs. O'Connor) has known Mr. Nickerson for 25 years or more. The women's point of view in trade unions was generally discussed and agent feels the call was well worth while.

Ray A. Bailey:
Was very co-operative and gave agent names of people to see, etc. He knows about the Women's Bureau and recalled that a representative had called on him. Agent mentioned May Bagwell and that was the one, he said. The Women's Bureau is doing very good work and he appreciated its efforts in having the WLB adopt the policy of Equal Pay for women, namely Order No. 16.

Mr. Schroedter:
He was interested in making provision for eliminating the women way back in 1941. He stated pregnant women should quit and stay home and take care of their children and not come back to work. Generally he was somewhat prejudiced against women altho he claimed the union is working hard to raise the women's rates and reclassify the jobs and get away from the term "Women's jobs and Men's jobs."

Mr. Luedke:
There are 60 machinist apprentices in the plant, no women apprentices. They don't contemplate having any women apprentices. He was cooperative and gave agent names and addresses of 5 women to visit.

Betty Dressler:
There are no women supervisors in her department. Men supervisors do set-up work and various kinds of heavy work which she thought would be too heavy for women. She said there are only about 10-12 women who are active in the Union and if the women would come to meetings more and make their wants known the union could do much more for them. She figured the women must be satisfied.

Louise Andritsch:
Men are not keen about women being on men's jobs. One man told her, "Why don't you join the WAC'S or the WAVE'S rather than take a man's job." If women need any help in lifting or any assistance of any kind her rate is lower. She feels, however, the union is working more and more to equalize the rates, and if anyone is unjustly dismissed the Union fights for them. The recreation program helps materially to interest the younger women. No one can join any activity unless he is a member of the Union. The Union gives many free dances and serves refreshments in order to interest the members. In her department, inspection C.7., there are 150 men and 250 women on all three shifts. Men are more ambitious to become supervisors; women generally do not aspire for those jobs, altho in her department there are women supervisors.

Anna Asmann:
She was on the contract committee for two years. At the last election another woman ran besides herself. The result was that both women were defeated. She said a woman should be on the contract committee and the men are "fairly fair", but a woman's point of view is very important. If women do all the work on any given job women are paid the same; but generally women are paid less and they don't like it. She feels the men are jealous of the women and they do not want them on men's jobs. Women thru the piece work, also on incentive rate, make more money than the men. There are instances where the men "get ugly about it" and say "Well, after the war is over you women won't be here."

Formerly the company has given maternity leave and the women would come back too early to save their seniority. Company felt that they were not able to work. Now the practice is that womenquit (no specified time) and lose their seniority. They can return as a new employee, and they do. Company does not allow leave of absence for maternity care at present.

Myrna Harder:
She is associate editor of local monthly publication "Beacon." Stated the women's page was published in the last few months. The men were not enthused about the idea but a few women were able to convince them to try it out. She hopes it will become permanent.

Men resent the influx of women in the plant, but they cooperate with the women. If the women would go to Union meetings and know what is going on she felt they could get much more out of the union. Many married women are just waiting for the war to end so they can stay home and not have to punch a time clock, she said.

Julia Hart:
She is business manger of the Local Monthly publication. She is also Secretary of Blood Donors Committee. She began work at 22¢ an hour four years ago. She was young, alert and very cooperative, but had a decidedly man s point of view. Stated men were entitled to more money than women, they were the potential heads of families, etc. In her Department there are two young men, they balance all women. They do exactly the same work and amount is the same, yet those two young men have a higher rate. The women are not satisfied and do considerable kicking about it, but she feels that is as it should be. That work (assembly) had formerly been done by all men, with a higher rate. Gradually women were hired at a lower rate and now it has become a woman's job with a women's rate.

She stated that all employees in her Department are graded as in a school. A grade sheet is on file for each employee. On that is recorded Effort, Courtesy, Reliability, Dependability, Alertness, Speed. Any errors are recorded. The supervisor grades the employees under his supervision. (No women supervisors.) That record is kept by the foreman in the department. A separate record sheet is made of each employee pertaining to tardiness and absenteeism.

These records plus seniority and experience determine promotion, she said. She was satisfied with the Union program but the women in her department were not satisfied; they feel their rate should be the same as the two young men in the department.

CONTRACT

+ ⊕

Firm #66 has 5-3 women entertainers

CLUM MANUFACTURING CO. MILWAUKEE, WISCONSIN

Same local as #66

65

UNION

IAM 10

AFL

LOCAL 66

MILWAUKEE, WISC.

40

LOCAL WAS ORGANIZED OVER 40 YEARS AGO

WOMEN HAVE BEEN MEMBERS SINCE 1937

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
CLUM MFG. CO.	110	70 (39 ✓)	110	70 (39 ✓)

THERE ARE 72 SMALL SHOPS UNDER JURISDICTION OF LOCAL 66

1 180 38.9 (NR)

INITIATION $5

DUES (4 women)
PRODUCTION MEN $1.50
APPRENTICE M&W 1.20
SPEC. JOURNEYMEN (MEN) 2.00

FINES - 25¢ FOR NOT ATTENDING LOCAL PLANT MEETINGS (Regular)

COMMITTEES ON WHICH WOMEN SERVE
ENTERTAINMENT - 3 WOMEN (IN THIS PLANT)

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
NO LOCAL OFFICES HELD BY WOMEN None
A WOMAN IS REC. SECY. OF PLANT MEETINGS & WOMEN DELEGATES TO FEDERATED TRADES COUNCIL

ATTENDANCE
50% OF THE WOMEN ATTEND PLANT UNION MEETINGS BECAUSE OF THE 25 ¢ FINE
POOR ATTENDANCE AT LOCAL UNION MEETINGS

PLANT-UNION

3 PRODUCT
AUTOMATIC ELECTRICAL CONTROL PRODUCTS (CHOKE CONTROLS - IGNITION SWITCHES. GENERATOR CUT OUTS)

UNION HAS HAD CONTRACT WITH PLANT SINCE 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1939

PAYMENT OF DUES
PLANT MEETINGS
UNION OFFICE

WOMEN WERE ON ✓ PRODUCTION IN NORMAL TIMES

	M	W
BARGAINING 2	3	1
GRIEVANCE 3 ✓		
NO LABOR MANAGEMENT COMM.		
SHOP STEWARD	4	4

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
ASSEMBLY	0	13	0	1
ASSEMBLY	3	11	0	1
ASSEMBLY	6 (boys)	17	0	1
ASSEMBLY	1	15	0	1

GRIEVANCE COMM
PLANT-WIDE

CONTRACT

CONTRACT EXPIRES MAY 1, 1944

KIND OF CONTRACT
UNION SHOP

CONTRACT PROVIDES SAME STARTING RATE ✓ FOR INEXPERIENCED MEN AND WOMEN

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN O

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY RATE OF JOB O REGARLESS OF SEX

CONTRACT DOES NOT DISCRIMINATE OPENLY AGAINST WOMEN - IN CERTAIN JOBS

WOMEN ARE NOT MENTIONED IN CONTRACT

SENIORITY
D
LISTS ARE BY DEPARTMENT NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN ✓
PROMOTION
LAY-OFF
REHIRING

REST PERIOD
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
NO PROVISION
O

PAID VACATIONS
20 HRS VACATION FOR 6 MONTHS EMPLOYMENT
40 HRS. VACATION FOR 1 YEARS EMPLOYMENT

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED XX*
*Base rate lower

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT J

WOMEN DO NOT RECEIVE MEN'S RATES ON MEN'S JOBS SO DETERMINATION OF COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS NOT USED M

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN.
X

D (+ FW)
SENIORITY
LISTS ARE BY DEPARTMENT AND PLANT WIDE - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED IN LAY OFF AND REHIRING - BUT ARE DISCRIMINATED AGAINST IN PROMOTION.

PLANT OPERATES 1 SHIFT

REST PERIOD
NO FORMAL REST PERIODS

LUNCH PERIOD
MEN AND WOMEN
45 MINUTES
NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE
NO SET TIME LIMIT
SENIORITY RIGHTS ARE RETAINED AND ACCUMULATE

JOB + RATE SHEET D
ALL WOMEN ARE ON PIECE WORK WITH A BASE RATE
SOME OCCUPATIONS AND RATES ARE LISTED BY SEX ✓
IN SUCH OCCUPATIONS RATES ARE LOWER FOR WOMEN. XX*
*Base rate lower

WLB CASE

REGIONAL NUMBER
6

STATUS:
SETTLED BY REGIONAL BOARD MARCH 1944

TYPE:
NR

ISSUES
HOURLY INCREASE

RULING
A FLAT 5¢ HOUR INCREASE RETROACTIVE NOV. 1, 1943

6/26/44

Mr. John C. Strasen - Business Agent
Mr. Eugene Dellman - Head Steward
Miss Doris Maciolek - Steward
Miss Forence Cichucki - Steward
Miss Margaret Turdo - Steward
Miss Dorothy Bleich - Steward
Mr. Ed. Roob - President

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Miss Cichucki - No special program.
Mr. Dellman - Union had movie about Blood Donors and party after movie. Served free refreshments. Give Christmas party. Members bring their children. The above is for men and women.
Miss Bleich - Union gives dances with free refreshments to try and interest the men and women.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Dellman--Women have always worked in this plant and will continue after the war.
Mr. Strasen--Women who worked in the shop before the war will stay there. Many new women are working for the duration.
Both said that on many jobs women are indispensable.

Equal Pay:
Mr. Dellman--When women perform the same job as men they definitely should have same pay.
Mr. Strasen--He is for the equal pay policy.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
The Union is striving for equal pay, but in too many cases it is not able to secure it.

Training and Upgrading Opportunities:
There is hardly any upgrading of womenin this shop. No program.

Seniority Rights:
Union program is the same seniority for men and women.

Special Activities in Regard to Community Services:
Russian Clothing Relief, Red Cross, Community Fund, Blood Donors.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Miss Cichucki stated the rates for the women are too low and she feels the union could do more than they are doing for women.
Miss Maciolek said the union has helpted both the men and the women. Union is good, but the women s rates are too low.
Miss Turdo and Miss Bleich said they received 5¢ hour increase as all the others in the plant (WLB ruling, March 1944), but they felt it was not enuf for the women because their rates are so much lower than the men's. Union is good for the workers.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:

Mr. Dellman said women do the easier work. Many jobs are not suited for women. Women progress to the highest women's rate and stay there.
Miss Cichucki said women are always on lower paid jobs. She did not know of anyone who had a man's rate.
Miss Turdo said she knew of one woman running the milling machine, but she does not receive a man's rate.

Mr. Strasen:
Many of the Milwaukee machine shops employed women long before the war and will continue to employ them after the war. He felt seniority strictly enforced is the fairest way to deal with any worker. He figured many women are working for the duration only and others will want to continue. How strictly the seniority will previal was a question, because he said you know returned service men "MUST HAVE JOBS." He is for the equal pay policy, but it does not always work out in practice. The employer is not willing to give same rate to women when they need help in their work and generally speaking women need a lot more supervision, because of lack of experience, and the employers definitely insist on a lower rate to allow for that so called extra cost. He stated women are becoming more experienced every day and eventually that situation may be overcome. Some employers, of course, are not keen about employing women and look upon them as "a pain in the neck" because of absenteeism.

Mr. Dellman:
Was very cooperative, and gave agent names of the four women stewards. They hold plant meeting, have own officers and belong to Local 66. His attitude toward women was pretty good and he said the union is trying to raise the women's rate. Women have always worked at the plant because there is a lot of fine, small assembly work that men cannot do. Only one or two doing men's work, but they don't receive the men's rate.

Miss Bleich:
The men do the set up and the women simply operate the machine. Some of the jobs women learn in half an hour.

Miss Cichucki:
Women begin at 44¢ an hour, after three months 49¢ an hour. She thought that was very low pay. Then there is the premium or incentive, but many times she is on that base rate of 49¢ an hour. She worked at plant four years and doesn't like to quit and become a new employee elsewhere. Many old girls have quit because rate is too low. Many new girls quit because they can do better.

Miss Turdo:
She sets up her machine on riveting, but not the heavy set ups. Stated men help the women and they get along OK.

CONTRACT

PERFEX CORP. MILWAUKEE WISCONSIN

Some local as # 65

UNION

IAM

AFL

LOCAL 66

MILWAUKEE, WISC.

40

LOCAL WAS ORGANIZED OVER 40 YEARS AGO

WOMEN HAVE BEEN MEMBERS SINCE 1936

TYPE OF WORKER PRODUCTIVE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
PERFEX	700	700	360	440

THERE ARE 72 SMALL SHOPS UNDER JURISDICTION OF THIS LOCAL

See #65

	M	W
INITIATION	$5	$3
DUES PRODUCTION	1.50	1.20
SPECIALISTS + JOURNEYMAN	2.00	

FINES - 25¢ FOR NOT ATTENDING MEETING

COMMITTEES ON WHICH WOMEN SERVE

ENTERTAINMENT - 3 WOMEN (IN THIS PLANT)

OTHER COMMITTEES

NONE

OFFICES HELD BY WOMEN

8 WOMEN DELEGATES TO FEDERATED TRADES COUNCIL

NONE

ATTENDANCE

FAIR AT PLANT UNION MEETINGS - HELD SUNDAY MORNINGS

POOR AT LOCAL UNION MEETINGS

PLANT-UNION

3 PRODUCT

FUSE

RADIATORS

SIGHTS

LENSES

SMALL ARMAMENTS

UNION HAS HAD CONTRACT WITH THIS PLANT SINCE 1936

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1936

PAYMENT OF DUES PLANT MEETINGS OFFICE

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES

	M	W
BARGAINING COMM. / GRIEVANCE COMM.	5	1
SHOP STEWARD	10	7

NO LABOR MANAGEMENT COMM. (STEVENS GET ONE)

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARD M	SHOP STEWARD W	GRIEVANCE COMM. M	GRIEVANCE COMM. W
TOOL ROOM	40		1	0		
ON CONTROLS	25	125 *	0	1	PLANT WIDE	
MACHINE SHOP	15	5	0	1		
ROTOR LINE	6	75	0	1		

* THESE WOMEN DO NOT BELONG TO UNION

CONTRACT

CONTRACT EXPIRES AUGUST 1, 1944

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP / PREFERENTIAL SHOP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

MEN - 55¢

WOMEN - 45¢

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY LOWER STARTING RATE

WOMEN ARE MENTIONED IN CONTRACT SEE ABOVE

SENIORITY

LISTS ARE PLANT WIDE NOT BY SEX

NO CONTRACT REFERENCE TO WOMEN BEING DISCRIMINATED AGAINST IN PROMOTION REHIRING

REST PERIOD

NO PROVISION

LUNCH PERIOD

CONTRACT PROVIDES LUNCH PERIODS FOR MEN AND WOMEN. LENGTH NOT STATED - NOT STATED IF PAID

LEAVE OF ABSENCE

NO PROVISION

PAID VACATION

2 DAYS VACATION WITH PAY TO THOSE ON RECORD JUNE 30, 1943 AND STILL EMPLOYEES ON JUNE 1, 1944 EACH 6 MO. SERVICE WILL ENTITLE EMPLOYEE TO 1 DAY - UP TO AND INCLUDING 60 MONTH'S SERVICE

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS"

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED

INEXPERIENCED MEN AND WOMEN BEGIN WHEREVER A VACANCY OCCURS

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS NOT DETERMINED SINCE WOMEN RECEIVE WOMEN'S RATES ON MEN'S JOBS

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN

SENIORITY

LISTS ARE PLANT-WIDE NOT BY SEX

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION (WOMEN ARE PROMOTED TO MEN'S JOBS BUT RATES ARE STILL WOMEN'S)

PLANT OPERATES 3 SHIFTS WOMEN ARE ON ALL SHIFTS PLACEMENT DEPENDS ON SENIORITY

REST PERIODS

PLANT PROVIDES PAID REST PERIODS FOR MEN AND WOMEN

LUNCH PERIODS

MEN AND WOMEN 30 MINUTES NOT PAID

PREGNANCY POLICY

LEAVE OF ABSENCE NO SET TIME LIMIT SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB AND RATE SHEET

MAJORITY OF WOMEN ARE ON PIECE WORK AND GROUP PIECE WORK

SOME OCCUPATIONS AND RATES ARE LISTED BY SEX

IN SUCH OCCUPATIONS RATES ARE LOWER FOR WOMEN.

WLB CASE

NO REPORT

7/1/44

Mr. Ed. Roob - President
Mr. Ralph Osowski - Head Steward
Mrs. Eleanore Tosch - Steward
Mrs. Mary Kiel - Steward
Miss Florence Mueller - Steward
Miss Dorothy Steinbaur - Shop Comm.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Mrs. Tosch -- No program for either men or women.
Mr. Ralph Osowski -- No program for women.
Mrs. Kiel -- Union runs a dance occasionally to interest non-union women.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Roob was not particularly keen about women working after the war. If women are self-supporting they should have jobs; if not, they should stay home after the war.
Mr. Osowski said women always have worked in this plant and will continue, but not on men's jobs after the war.

Equal Pay:
Mr. Roob was for equal pay in principle (agent thinks not in practice, tho.)
Mr. Osowski said if women need no assistance on a job then they should have equal pay. If she needs help an allowance should be made.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Union is negotiating a new contract which asks for same rate for men and women on any given job.

Training and Upgrading Opportunities:
Women train and upgrade, but rates stay the same. They do not have equal pay.

Seniority Rights:
New contract is asking for seniority prefernce for union members.

Special Activities in Regard to Community Services:
Blood Donors, Community Fund, March of Dimes, War Bond Drives.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Miss Steinbaur said the union has accomplished many things for the women. She hopes the new contract will provide equal pay on men's jobs.
Mrs. Kiel said the union men cooperate with the women. The main issue is not having equal pay. The program now is to rectify that problem.
Mrs. Tosch said the union is endeavoring to interest the women; is working to secure equal pay for them in the new contract.
Miss Mueller said if women would attend meetings more she felt that many things could be worked out for them such as athletic and sport program, educational program, etc.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:

Mr. Osowski said women begin at lower rate progress to highest women's rate and stay at that rate.
Miss Steinbaur said nowomen have men's rates. They are always lower even when on same job.
Mrs. Kiel said women have not been able to secure men's rates.
Mrs. Tosch said she works for 20¢ less than men on same job. No women have equal pay with men. New contract may improve this situation.

Mr. Roob:
There are six machinist lodges serviced by five business agents and about 72 shops under jurisdiction of Local 66. This local has a member ship of about 5000, 1000 of whom are women (approximately.) He was all fed up on surveys and government agencies. The wage stabilization survey made in Milwaukee was "cockeyed", never went near a union shop, just where they got their figures he never did know. The cost of living surveys were certainly questionable, he said. The WLB takes anywhere from 3 months to a year to decide on cases, whereas the Company and the Union could settle "in a jiffy." Many of Milwaukee machine shops have employed women for the first time since the war, others have employed them ever since the last war. He felt when the war was over women who have support should stay home, keep a nice home and let the men have the jobs. When the labor shortage has passed he thought women will not be working on men's jobs. He is a machinist maintenance man at a brewery and said he did not know about the women working in machine shops.

Mr. Osowski:
He was very cooperative and interested in Bulletins on Equal Pay and Contract Provisions for Women. Agent mailed him 20 extra copies of each. Women are gradually being brought up on their rates. Although at present women are paid 10 to 15¢ an hour less than the men on same jobs. The only department women are not employed in is the tool and die. He stated women can be just as capable as men with muchless training, their sense of touch and timing is much keener than men. The company feels they have made good and they have stated they are going to utilize their experience after the war. Company plans tokeep every employee after the war, owing to civilian expansion. The company cooperates with the union and they have never had a dispute case before the WLB. He stated jobs are not listed male and female anymore, altho certain jobs are still considered women's jobs.

Mrs. Kiel:
Her department is not well organized and she only takes up grievances of the Union members. The former Shop Committee were not as considerate and helpful to the women as the present committee is. They have the respect and cooperation of the membership. She stated that they are negotiating a new contract and that after agent's visit to the Head Steward a woman was appointed to the Contract Committee and the women are expecting good results and hoping for Equal Pay. She works part time as supervisor and instructor but doesn't receive rate of a man supervisor. The plant is rather new; has been in business ten years.

Mrs. Tosch:
The union has been trying to raise the dues for the women. They had better raise their wage rates up to men's first. Women do not receive Equal Pay. She is an automatic screw machine operator and partially sets up her machine and also does repair work on second shift; men work on 1-3 shift doing same work. They receive 90¢ an hour whereas she receives 70¢ an hour--both receive bonuses.

Miss Steinbaur:
Formerly a steward, worked at plant 3 years. She was appointed on Shop Committee to represent the womenin negotiating a new contract. She was elated at being selected and said she would work hard for the women. A very fine intelligent, not too young woman. She felt if women had equal pay they would be more apt to join the union. Married women don't want to join because they expect to quit when the war is over. She thinks after the war women will not be working on men's jobs but will either quit or go back to Women's jobs and make way for returned service men. Her position on Equal Pay was very good.

Mrs. Mueller:
Worked at plant four years. A lot of improvements during that time, both as to wages and sanitary conditions. They used to hang their clothes on nails in same quarters where they ate their lunches. Now they have dressing rooms, matron for the washrooms. She takes up grievances of union members only. Married women are difficult to get to join; they expect to quit after the war. She says they race and ruin the job and the men are quite concerned about it. They want "to get while the getting is good," and don't care what happens to the job. She thought men reason more, think ahead, and stick together better.

She stated the men want her on the Shop Committee. She felt she had enuf grief being a Steward. (Agent very definitely urged her to accept and do a good job for the women.) She was not so strong for Equal Pay--if women need help in lifting how can they expect equal pay, she said.

CONTRACT + ⊕ SQUARE D COMPANY MILWAUKEE, WISCONSIN 67

UNION

IBEW 13°
AFL
LOCAL B-1169
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED IN 1939

WOMEN HAVE BEEN MEMBERS SINCE 1939

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
SQUARE D CO.	390	300	370	300
		43%		45%
1	690	4	4.3	(670)

INITIATION $3 (INCLUDES 1 MO. DUES)

DUES
MEN $1.20
WOMEN 1.25

FINES - 50¢ FOR NOT ATTENDING 2 MEETINGS IN 1 MONTH

COMMITTEES ON WHICH WOMEN SERVE
RECREATION - 2 WOMEN

OTHER COMMITTEES
NONE. COMMITTEES ARE APPOINTED BY PRESIDENT WHEN NEEDED

OFFICES HELD BY WOMEN
REC. SECY.
ELECTION BOARD - 1 WOMAN 3 MEN (3 committees)

ATTENDANCE
GOOD BECAUSE OF FINE

PLANT-UNION

3 PRODUCT
ELECTRICAL CONTROLS (SWITCHES, STARTERS ETC)

UNION HAS HAD CONTRACT WITH PLANT SINCE 1939.
KIND - NR
WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1939.

PAYMENT OF DUES
UNION MEETINGS

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES

	M	W
BARGAINING, GRIEVANCE (EXECUTIVE BOARD)	6	0
LABOR MANAGEMENT	14	3
SHOP STEWARD	14	3

X

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARD M	SHOP STEWARD W	GRIEVANCE COMM M	GRIEVANCE COMM W
ASSEMBLY	36	52	1	1	PLANT-WIDE	
ASSEMBLY	0	20	0	1		
COIL DEPT.	3	49	0	1		

CONTRACT

CONTRACT EXPIRES NOVEMBER 1, 1943 WITH AUTOMATIC RENEWAL

KIND OF CONTRACT
UNION RECOGNITION

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN - 60¢
WOMEN - 45¢

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN.

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN.
LOWER STARTING RATE
LOWER RATE IN ALL JOB CLASSIFICATIONS

WOMEN ARE MENTIONED IN CONTRACT - SEE ABOVE

SENIORITY
D FW
LISTS ARE MAINTAINED BY DEPARTMENT AND PLANT WIDE - NOT BY SEX

SENIORITY
WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
NO PROVISION

LEAVE OF ABSENCE
NO PROVISION

PAID VACATIONS
1 WEEK VACATION FOR 12 MO. SERVICE
2 WEEKS VACATION FOR 60 MO. OR MORE SERVICE

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED XX

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT. J

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS NOT DETERMINED SINCE WOMEN WORK ON MEN'S JOBS AT WOMEN'S RATES

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN V°

• W. upgraded but pay lower

SENIORITY
D FW
LISTS ARE MAINTAINED BY DEPARTMENT AND PLANT WIDE - NOT BY SEX. ✓

SENIORITY
WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION (WOMEN PROMOTE TO MEN'S JOBS BUT NOT TO MEN'S RATES)

PLANT OPERATES 2 SHIFTS (1 DEPT. WORKS 3)
WOMEN ARE ON 2 SHIFTS
PLACEMENT DEPENDS ON SENIORITY

REST PERIODS
MEN AND WOMEN
2 - 5 MIN. PERIODS PAID FOR

LUNCH PERIODS
MEN AND WOMEN
30 MINUTES NOT PAID

DEPT. OPERATING 3 SHIFTS HAS 15 MIN LUNCH - PAID FOR

PREGNANCY POLICY
NO POLICY, WITHOUT
NV
Leave allowed
NV ML

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON TIME WORK AND PRODUCTION BONUS

"SOME" OCCUPATIONS AND RATES ARE LISTED BY SEX V°

IN SUCH OCCUPATIONS RATES ARE LOWER FOR WOMEN XX°

WLB CASE

NO REPORT ON:
REGIONAL NO.
STATUS
TYPE

ISSUES
BONUS PLAN FOR NON-INCENTIVE WORKERS

RULING
APPROVAL

19

7/1/44

Mr. James Watson - President
Mr. Ervin Michelis - Rec. Secy.
Miss Elizabeth Skiva - Steward
Miss Clarice Cizewski - Steward
Mrs. Alice Baesemann - Steward

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Organized a recreational program for women three months ago. Baseball, bowling, outings, hikes, golf, soft ball, basket ball.
Have had Christmas parties for members and children, dances, free refreshments.
Expect to have tennis and a dancing class in the fall.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Contined Employment of Women:
Mr. Michelis stated women have always worked in this plant and will continue, but not on men's jobs, when the war is over.
Mr. Watson said most of the women are single and they no doubt will continue working after the war. Roughly figuring he thought about 30% of the women willquit when the war is over. A younger group of women are employed at this plant.

Equal Pay:
Mr. Michelis thought equal pay would be all right, but he said he could not speak for the Executive Board who comprise the bargaining, grievance and contract committees.

Mr. Watson was for equal pay, but not strong enough tofight for it when the company insists on differentials because women need help in heavy lifting.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
The women do not have equal pay for equal work. It seems the union is not working along those lines.

Training and Upgrading Opportunities:
Many women train and upgrade but do not receive men's rates.

Seniority Rights:
They have had no lay offs; seniority evidently does not prevail in upgrading.

Special Activities in Regard to Community Services:
Community Fund, Red Cross Blood Donors, War Bonds, Collect for USO one day each month.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Baesemann said the union has accomplished a good deal for all of them, but she feels they could do something about equal pay for women.
Miss Cizewski said the union is doing a good job. Thre recreational program is proving a source of fellowship. But the union should get the women equal pay.
Miss Skiva stated the union has brought about much better working conditions. Wage rates fof women were very low before unionization. But somehow the union doesn't seem able to get the company to concede to equal pay for women because of women needing help in heavy lifting.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:

Mrs. Baesemann said women have lower rates all thru the plant, not only longer, but always.
Miss Cizewski said women begin at 45¢ p.h. and men at 60¢, and are lower all thru progression and forever after.
Mr. Watson said piece work rates are the same for men and women, but women don't receive Equal pay. Mr. Michelis--Women are always paid less. No women receive men's rates.

Mr. Watson:
Before the war about 50 women were employed, at present there are about 300. A different system has been worked out since so many women have been hired for men's jobs. Now they have certain men who do nothing but set up machines and keep them in running order. The women operate them. Men do all the heavy lifting. Production has speeded up, but the women do not receive the men's rate in spite of the increased production. He admitted that it did not make good sense, and he did not think the old method of each operator setting up his own machine would be inaugurated again after the war.

He said the company paid very low wages prior to the unionization of the workers. In 1935 a Federal Labor Union was organized and in 1939 they transferred into IBEW. The union and the company worked out a job classification in 1942 (approved by WLB) which resulted in wage raises ranging from 1¢ to 23¢ per hour with an overall average of 12¢ per hour. He said union has made big progress; they had a 2% production bonus less than one year ago, now it is 10-15%. He stated the next step would be to raise rates for the women who perform men s jobs. He was very cooperative and interested in the bulletins on Equal Pay and Contract Provisions. Agent gave hime extra copies for the Executive Board. Maternity leave was a problem that must be met intelligently and he felt that in the next contract that question would be taken up.

Mr. Michelis:
Was very cooperative in giving data for the schedule and names and addresses of persons to see, but he felt very uneasy and uncomfortable about equal pay for the women, because there is no equal pay in this plant. It was all right with him, but he didn't think the Executive Board would be for it because women must have help in heavy lifting. He was not particularly responsive. He was recording secretary; a woman was elected in his place on June 24, 1944.

Miss Skiva:
She worked at plant four years. Stated a woman was on Executive Board for two years (election every two years.) When they first organized very little was done for the women. Men would receive 5-6¢ hour increase whereas the women would get 1¢ increase. She is steward of the Coil Dept., a distinctly woman's job. In her department women progress to the highest rate and stay there. In the last few years the union has done a lot for both men and women. The men help the women in heavylifting and cooperate with them in every way. She spoke of a woman friend in another plant who has equal pay and the men refuse to help her saying, "Well, you got equal pay, do your own lifting." She felt women cannot do their own heavy lifting, equal pay or not.

Mrs. Baesemann:
She worked at the plant four years and stated that many women are on men's jobs, but receive women's rates. Women are in machine shop, paint shop, shipping room, stock chasers, etc. and none of them receive men s rates. All assembly work was formerly done by men, now all women with a lower rate. Women on spot welding at 70¢ an hour, men receive 90¢ an hour and it just doesn't set well with the women. There is not that much difference on the jobs, but it runs 10, 15, 20¢ an hour lower for women. She said each worker was graded in the office in refernce to accuracy, spoilage, dependability, absenteeism, tardiness, etc. No mental or educational test upon employment. They work on a base rate with a bonus for production and have time studies on jobs.
The local had one woman on Executive Board last year. She stated the men don't want women there. Men say they just don't fit in and that more business is done over a glass of beer than in meetings, and if Ex. Board has to go to WLB hearings or to conventions, women are simply in the way. She tried hard to get some women to run for the Ex. Bd. A former teacher accepted Rec. Secy. office with no oppostion, which means election. She had her in mind for the Ex. Bd. but she would rather serve as Rec. Secy. and that maybe will be the stepping stone to the Ex. Bd. The Board is very important in this local because it serves on the Contract and Bargaining and Grievance Committee in the plant. Any committee work in the local is taken care of by the Ex. Bd., in fact the

Executive Board is the "main works." The Board has leadership in the plant and you simply cannot buck them.

Her husband was a returned service man, with overseas duty. Had a medical discharge (his back bothers him.) He stated he was a mechanic, but could not get a job at his trade, but is working as bus driver. (Of course agent could not go into detail of his problem.) He was somewhat bitter and said the soldiers will face the same situation as in the last war. "After we go and fight four our country, we get kicked around."

Miss Cizewski:
Worked at plant two years. Stated she did not know about seniority in lay-offs, but it does not apply in upgrading. There was an opening in her department for leaderman, a man got it who had worked there only one year, and she had to teach him a few things he didn't know. She began at 40¢ an hour two years ago, now receives 65¢ an hour plus group bonus on production. If they don't have material or anything goes wrong you simply don't receive bonus but work for the base rate; bonus amounts to 10-15% of base rate. No woman receives equal pay on men's jobs. She feels she turns out as much work as the men do on assembling.

The union organized a recreational program three months ago. (Men have always had it.) Two women are on the committee. They have outings, hikes, golf, baseball, bowling--expect to take up tennis and dancing lessons. She was very interested in that activity and said it created interest in the union. Also interested in the equal pay bulletins and ordered extra copies for her department.

Equal Pay
(Although majority of women are on time work,) "piece work rates shall be equal for operators whether they be male or female" Contract art. 11, p. 21

A.O. Smith Corp.
Milwaukee, Wisconsin

Union

Smith Steel Workers
AFL 14
Local 19806
Milwaukee, Wis.
(Federal) 40
+ IAM

Local organized 1934
Women have been members since 1942
Type of Worker:
Productive
Clerical
Maintenance

Plants organized by local

	Plant M	Plant W	Union M	Union W
A.O. Smith Corp.	12000	3000	11250	1500
		20%		12%
	1	15000		12750

Initiation $2
Dues (per mo) $1
Fines $5 if do not attend 1 meeting in six months.
Other –

Committees on which women serve
Service Men's Sick & Death

Other committees
Auditing
O.P.A.
Legislative

Offices held by women
None (2 women were on Negot. Comm. last yr.)

Attendance
Only a few attend (an av. of 5% of members – men & women, attend meetings. About 2% do work of union.)
Poor

Plant - Union

1 Product
Bombs. Torpedoes for Navy, landing gears, hot water tanks, pressure vessels, aircraft parts, combat vehicle frames, pipe for oil line.

Union has had contract with plant since 1934
Women in this plant have been members of Union since 1942
Payment of dues:
Steward
Pay at union meetings

Women were not employed on production in normal times.

	M.	W.
Bargaining comm.	19	0
Labor Management comm.	20-25	0
Shop Steward	197	12
"Contact Board"	7	0

Other Union Committees
None
X

Contract

Contract expired July 31, 1944
Kind of Contract
Maintenance of membership

Not yet approved by WLB
Contract does not provide same starting rates for men & women. (rates not in contract)
Contract does not provide same automatic progression policy for M & W. (not in contract but in practice is not same only M begin at rate of job 5¢ incr. 2 mo – 5¢ incr. 9 da. W – begin at 40¢ – 8¢ inc. 2 mo 5¢ inc. 90 da. – 48 inc. 4 mo

Contract deviates wage discrimination against women by equal pay clause
Contract does not openly discriminate against women. (yes in job rates & evaluations)
Women are mentioned in contract
Evaluation of Jobs

D PW Seniority
Lists are maintained by department – not by sex.
Seniority is plant wide.

Women are not discriminated against in
promotion
lay-off
re-hiring

Rest Periods
Contract does not provide rest periods for men or women

Lunch Periods
No Provision

Leave of Absence
Contract does not provide for Leave of Absence
0

Paid Vacations
12 mo. Employment 40 hrs.
20 mo. Emp – 80 hrs.
For employees receiving no time allowance ex. by Federal Laws:
12 mo. emp – 40 hrs.
24 mo emp – 80 hrs.

Plant Practice

There are no "Women's Jobs"
There are mens jobs on which women are employed
Inexperienced men & women are generally started on same jobs.
X

A formal job evaluation procedure is not used in setting rates for all jobs in plant but is for men's jobs on which women are employed
Comparability of Women's work on men's jobs is determined by Bargaining C
• See Job eval plan

See next page for opinions on whether majority of women are kept at lower paid jobs longer than men.

D Seniority
Lists are maintained by department – not by sex.

Women are not discriminated against in
promotion
lay-off
rehiring
Plant operates 3 shifts
Women on 1st & 2nd.
PLACEMENT – NR

Rest Periods
Formal rest periods for men & women paid for except Women's 30" Lunch period.

Lunch Periods
Men – 45" paid for
Women – 30" not paid for
State law requires longer lunch period for women

Pregnancy Policy
Leave of absence upon request (as recommended by doctor then quit)
Time limit not definite

Job & Rate Sheet
Majority of women on Time work (not much over 50%) T + P
Occupations & rates are listed by sex except piecework
Piece work same for M & W
All hrly rated jobs (over 50% of women's jobs) are lower for women XX

WLB Case

Regional Number NR
Status settled by Regional Board 9-18-43
Type Voluntary

Issues
Approval of Contract Involved approval of evaluations of women's jobs as agreed to by company & Union

Ruling
Contract approved
Job evaluations approved as requested.

Benefits to Women
Women receive increases.

8/5/44

Mrs. Louise Cox, Shop Steward, Dept. 120
Mr. Harold Weiland, Chairman of Bar. Com.
Mr. Felix Reisdorf, Fin. Sec'y.
Mrs. Madeline C. Albright, Mem. of Ed. Comm
Mrs. Barbara Kelly, Steward
Miss Florence Kelly, Shop Steward
Miss Betty Mallman, " "
Miss Katherine Locher, Steward
Mr. Claire N. Smith, Bus. Rep. of IAM Dist. 10
Warden Roberts, President

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Athletic program - women's ball teams, 1 woman elected to go to Madison Workers school but at last minute she dropped out.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:
Continued employment of women:
Weiland - Stated that he expected that force of employees would be cut to 8000 which would eliminate all women. Also said that union was considering giving seniority to returned service men, who had never been employed in plant and who had never been employed full time in any other plant, equal to the number of months they had been in the service. (Mr. Weiland did not seem to be concerned about the effect of this on the women. He stated that the office workers were low paid and that the Union would request increases for them.
Albright - Reported that men officers were quite considerate of women "in some ways" but that she did not think they wanted women to remain in the plant.
Reisdorf - Stated that "they were considering what to do about seniority problems". Felt that of 1000 men were hired after 1000 women. The women should be laid off first. He said that they had in mind change to separate seniority for women but that they "didn't have the nerve to suggest it". Feels that men have more responsibility - that responsibility should not affect seniority as between men but should ahould be considered as between men and women.
C. N. Smith - Is sure that all women will be out of plant (excluding office employees) after war due to cut in production. However he said, in the IAM, the women and men would be laid off by seniority which is not based on sex.
Babbara Kelly - Thinks that men do not want women to remain in plant

Equal pay:

Weiland - Thinks company's evaluation plan, which is basis for lower rates for hourly rated women's jobs, is very good. However he admitted that he believed the when must have improved and then said that the union would ask for re-evaluation of those jobs.
Reisdorf - Said that he thought women should get equal pay where do same work men did. He thought company had done a good job on the job evaluation and said the WLB thought it good. (See samples of Comparative Charts - Attached to Sched) However he thinks there has been a change, that women have improved and in some instances women do more than men, have better attendance, etc. - so they should ask for re-evaluation every six months.
Women interviewed think that men do not demand enough for women or that they are not so interested in getting more pay for them.
Barbara Kelly - Said she thought the men did not want women to have same pay or to advance (IAM Member)

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for equal work:

Weiland - Stated that they had accepted the company's job evaluation plan and lower rates

lower rates for women based on it. He thought it was well done.
Reisdorf - Stated that negotiations were beginning on new contract and that company would be asked to re-evaluate women's jobs. He said that company had, at first, evaluated the jobs on a 10 point basis but they Union objected and got it down to five. The Union had asked the WLB for opinion on the job evaluation plan of the company - whether they thought outside engineers could not do a better job and the reply was that this was better than they would be likely to get done by hiring someone from outside.
Said that only one job had been re-evaluated (See samples of job evaluation - attached to shhed.)

Seniority rights:

Albright & Weiland - Women have same rights under union contract as men do.
All persons interviewed reported that seniority rights were same for men and women

Special activities in regard to community services:
None reported.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Albright - Stated that women for most part were thinking that the union did nothing for them. The reason is that the women work only 7½ hours with no overtime and get so much less money than the men. She said, that women wanted overtime but that when they asked about it at the union meetings the men always said that the women were not allowed to work overtime because of the State law.
Florence Kelly - Said she was "all for the Union" but that it was a "lame duck" - did not ask for enough.
Betty Mallman - Said she was formerly against the Union but now she was very interested in it. She said the problems of office workers got little attention at union meetings - that she wanted to present problems but just couldn't do it. She felt that problems in plant seemed more important but yet their problems were very important to them. She thought that separate meetings for office workers would make it possible for the Union to do more for the office women.
Barbara Kelly - Is interested in the Union but doesn't understand why the women are not on classified jobs. Has not seen job evaluations. Says men say women are not worth more than they are getting. Thinks Union could do more to get women advanced.
IAM
Louise Cox - Believes in Union but thinks it should do more for women. Thinks men do not believe in equal pay, although several men have spoken strongly in favor of it.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Weiland and Albright - Yes - on hourly paid jobs. On piece work jobs - No.
All women interviewed said that women on hourly paid jobs got less than men. (Agent saw complete set of evaluations of women's jobs and all were rated lower for women)
Florence Kelly - Thinks Union should do more. She said the women stewards had never been shown the job evaluations - that she "guessed the men kept that to themselves."
Lecher (Welder) Said women welders put out more than men but got less pay. She formerly worked on carbide tool grinding and got less pay than men although on same job.
Barbara Kelly - Thinks Union us a good thing. The only way to get advances is through the Union but she does not understand why women ar not classified - why they only get 81¢.
IAM members

I. COMMENTS:

A. Activity of Women in Union Affairs.
Albright - Reported that women do not take very active part in the work of the Union. She

thinks that women are exploited. That they do as much work in seven and one half hours as men do in eight. She had never seen any of the job evaluations and said the Union leaders "Kept the rates and job classifications to themselves."

She thinks a good many women are influenced by the foremen and so they will not protest or complain.

She also stated that little attention was given to placement of new employees.

B. Production & Rates of Pay:

Lecher - welder. Women put out more than men on welding jobs. Formerly worked on carbide tool grinding (hourly paid job). She said women did same work as men on that job but were paid less.

F. Kelly - Inspects propeller blades. She said that women on this job put out more than men and "were more steady."

She now makes 91¢ per hour (which includes a merit raise) and the men on this job get $1.05 to $1.13 per hour.

Mallman - Office worker, plant personnel office - stated that women in her office averaged from 65¢ to 68¢ per hour and the men from $1.00 to $1.50. Says she does same work as man she replaced. Has been asking for equal pay for women and will take it to Union if company refuses. So far they have refused. Was very glad to have the W.B. literature and asked for 25 copies of Equal Pay Bulletin and Leaflet; Suggested Contract Provisions and Special Bulletin No. 18 for the girls in her office. Said they would read them. Some of the office workers are not interested but she is a strong believer in the Union. Says she "just somehow can't get up and present their problems at the Union meetings". Feels that the shop problems are so important that the problems of the office workers may not seem so much so. However, they seem very important to the office workers. For this reason feels they need separate meetings for office workers.

C. N. Smith - Bus. Rep. IAM, District 10, AFL. The IAM has members at A.). Smith plants in tool rooms and has the oilers in Maintenance (25 women, 74 men). Estimates that force will be cut to about 7000 which will eliminate the women because they have not enough seniority. Stated that company had 5656 employees in Feb., 1942 and that their estimate was that they might retain 25% above this number in the post-war period. Stated that the IAM policy was that if women replaced men they should get the man's rate. Company evaluated women's jobs, Union checked them, and a differential was established but in case of complaints coming up they agreed to re-investigate.

Beginning rate for (IAM Members)

Men - 81¢

Women - 60¢ after 2 mos. advance to 68¢; 3 mos. to 71¢ and 4mos. to 81¢

Then when they get sufficient training the women may be "Classified" @ 86¢

Rates - Class C Specialists (no women classified)

Men 93¢ - $1.05

Women 86¢ - .98

Oilers - Men 93¢ - Women 88¢ (Mrs. Kelly said that women oilers only got 86¢)

Mr. Smith said, when discussing the Suggested Contract Standards Leaflet, that he opposed the equal starting rate for women.

B. Kelly - Saw operator in Tool Room. Thinks Union should see that women get more pay. The men have more training and could do work on other machines but she, herself, replaced a man who was a tool diemaker but who had been on his job for three years at $1.25. She gets 81¢. She said the women could not read blue prints and men could. She thought the differential was too great and that the women should be advanced. She said none of the women had been classified and they did not understand why. Women are not given opportunity to learn to operate other machines. Has never seen job evaluations.

Louise Cox - X-Ray technician, Men were upgraded and women graded on jobs in this Department. Women did same work. Then changed her job to include very large tubs which

were really too heavy for a woman to push around on carriages. Girls wanted her to refuse but she thought it would have effect of lowering women's rates so she went ahead and did it. It hurt her but then the job was re-engineered and now she only has to "push a letter". In this department men begin at 80¢ and women at 65¢. She wants to ask for equal pay but other women are inclined to accept an 8¢ increase. She said the W.B. literature was just what she needed and requested copies for women in her department and also for some of men, Union representatives (?), who had spoken strongly for equal pay at Milwaukee Federated Trades Council.

C. Seniority and Continued Employment of Women:

F. Kelly - Said women were very interested in seniority question.

Reisdorf - Thinks labor force will be cut to 8000 - 10,000. Have 11,000 men in service and only two reported killed so far.

CONTRACT

ALLIS CHALMERS MANUFACTURING CO. WEST ALLIS WIS. 102

UNION

IUAAAIWA

CIO

LOCAL 248

WEST ALLIS, WISC.

41

LOCAL WAS ORGANIZED IN 1937

WOMEN HAVE BEEN MEMBERS SINCE 1937

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
ALLIS CHALMERS	13000	3000	12000	2600
		19%		18%
	T 16000		17.8 T 14600	

INITIATION $2
DUES $1
FINES —
OTHER —

WOMEN'S UNION ACTIVITIES
POLITICAL ACTION COMMITTEE (HAS DEPUTIES IN PLANT - 1 FOR EACH STEWARD THO NOT ALL PLACES FILLED)
DEPUTIES - MEN 100; WOMEN 10

OTHER COMMITTEES
NONE

UNION OFFICES HELD BY WOMEN
TRUSTEE
GUIDE ✓

ATTENDANCE
DO NOT ATTEND AS WELL AS MEN
ATTEND DEPARTMENT MEETINGS BETTER — THESE ARE HELD TO DISCUSS SHOP PROBLEMS.

2

PLANT UNION

PRODUCT 4
TRACTORS
ELECTRICAL EQUIP.
SNOW JEEPS

UNION HAS HAD CONTRACT WITH PLANT SINCE 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1937

PAYMENT OF DUES CHECKOFF

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES IN SOME DEPARTMENTS, CHIEFLY ELECTRICAL. ✓

	M	W
BARGAINING COMM.	8	0
LABOR MANAGEMENT	4	0
SHOP STEWARD	38	0
COMMITTEEMEN	150	15 ✓
DEPUTIES (Stewards)	100	10 ✓

(FUNCTION AS REPRESENTATIVES ON POLITICAL ACTION COMM. AND AS ALTERNATE STEWARDS) ✓
GRIEVANCES HANDLED BY BARGAINING
NO OTHER UNION COMMITTEES IN PLANT

CONTRACT

CONTRACT EXPIRED APRIL 15 1944. NEW CONTRACT HAS BEEN NEGOTIATED AND IS BEFORE WLB FOR APPROVAL

KIND OF CONTRACT MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

CONTRACT DOES NOT PROVIDE AUTOMATIC PROGRESSION POLICY.

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

WOMEN ARE MENTIONED IN CONTRACT - SECTION ON SENIORITY OF HOURLY RATED EMPLOYEES - W. HAVE SENIORITY IN ELECTRICAL DEPTS.

SENIORITY

SENIORITY LISTS ARE BY GROUPS - NOT BY SEX EXCEPT IN ELECTRICAL DEPT. ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
NO PROVISION EXCEPT THAT LUNCHING IS PERMITTED DURING WORKING HOURS

LEAVE OF ABSENCE
MAXIMUM LENGTH 6 MONTHS FOR GOOD AND SUFFICIENT REASON
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED.

PAID VACATIONS
IF WORKED IN 60% OF PAY PERIODS IN 12 MONTHS PRECEDING THE PAY PERIOD IN WHICH LEAVE IS TAKEN EMPLOYEE IS ENTITLED TO 3 DAYS FOR 1-2 YEARS OF SERVICE; 5 DAYS FOR 2-4 YEARS OF SERVICE; 7 DAYS FOR 4-5 YEARS OF SERVICE

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" 8

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED ✓

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB

Piecework same Day rate lower for W. by WLB Order

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT - TIME STUDIES ARE MADE AND JOBS CLASSIFIED AFTER THIS IS DONE

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

OPINION ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

ALL PERSONS INTERVIEWED SAID THAT WOMEN'S RATES ARE LOWER THAN MEN'S ON MEN'S JOBS ✓

FOR MORE DETAILED COMMENTS SEE NEXT PAGES

- lower on hourly rated jobs & on base rate - Piece rates are same - WLB order (1943)

SENIORITY

9

SENIORITY LISTS ARE MAINTAINED BY GROUPS NOT BY SEX EXCEPT IN ELECTRICAL DEPTS. ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES 3 SHIFTS WOMEN ARE EMPLOYED ON ALL.

NR. IF PLACE MGMT DEPENDS ON SEN.

REST PERIODS
MEN - NO
WOMEN - YES PAID FOR

LUNCH PERIODS
MEN AND WOMEN 30 MIN. NOT PAID
(30 MIN IN 7-1 NAVY DEPT. - NOT PD.)
ON SATURDAYS NONE WORK STRAIGHT THRU EATING ON THE JOB

PREGNANCY POLICY
LEAVE OF ABSENCE GRANTED ON REQUEST - UP TO 6 MONTHS HAS BEEN GRANTED.
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB & RATE SHEET ✓
MAJORITY OF W. ARE ON PIECE WORK
STANDARD TIME PLUS PIECE WORK IN MOST DEPTS
SOME JOBS ON STRAIGHT HOURLY RATES
OCCUPATIONS AND RATES ARE LISTED BY SEX IN ELEC. DEPT WHICH HAVE ALWAYS BEEN WOMEN'S JOBS - NOT BY SEX IN DEPTS. WHERE W. ON MEN'S JOBS ✓ X
WOMEN'S JOBS CARRY LOWER RATES.
MEN'S JOBS - WOMEN'S BASE RATE IS LOWER BUT PIECE WORK RATES ARE THE SAME. XX

WLB CASE

REGIONAL NO - NR

STATUS OF CASE - PENDING BEFORE REGIONAL BOARD

TYPE OF CASE DISPUTE

ISSUES

APPROVAL OF 1944 CONTRACT - UNION ASKED EQUAL PAY AND CHANGE IN VACATION PLAN.

6/14/44

Training and upgrading opportunities:
Training on the job. None for upgrading. No upgrading of women reported.

Seniority Rights:
Harold Christoffel- In old women's departments women have separate seniority but in departments where women are newly employed (since the war) they have same seniority as men.

Special Activities in regard to community services:
Christoffel - Union has been active in trying to get more day nurseries in community.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Dricken: "They appreciate the union."
Denny - The women in her department had a great deal of respect for Union representatives. She said that they have confidency in the committeemen and stewards and that when the women come to her with complaints she takes it up immediately with the steward and they usually get things straightened out rather promptly.
Kurtz - did not seem to understand the contract or to know just what to expect of the Union. She questioned as to what would happen to the women's jobs after the war.
Wilke- said the women were impatient. If company refuses on a complaint theyjust quit taking up their complaints. She said that if the company would cooperate with the union the women would participate more but the company discourages them.

PARTICIPATION IN UNION ACTIVITES BY WOMEN:

Mrs. Denny stated that women did not take responsibility so much. Some, she said, had home duties and did not have time.
Mr. Christoffel said that they had tried to get women to run for office in the Union but it was hard to get any of them to do do.
Annie Wilke said that the attitude of the men in her department was good--that on the job they helped each other.

CONTINUED EMPLOYMENT OF WOMEN:

Struck said that she thought the girls "thought they would be out of jobsafter the war."
Kurtz said "some of us are wondering if we will have jobs after the war."

EQUAL PAY:

Handler said that the Union stewards were very alert in trying to check up on cases of unequal ~~pay~~ pay.
Kurtz said that ~~h~~ she did the same wok the men did (doing her own set-up with no help from the men) so she thinks she should get the same pay.
Struck said that in her department the Union had got the same merit raises for women that they got for the men.

ATTITUDE OF MEN TOWARD WOMEN TAKING MEN'S JOBS:

Mrs. Denny said that in the electrical departments (old women's departments) the men had held that the women could not perform the work on the men's jobs. However, the women have gone on a number of these jobs (forming coils, stock chasers, etc.) and prove that they can do them.) The men would make remarks about the women's "thinking they could do" these jobs as they passed by.

#102

Attitude of Union Officers:

Continued Employment of Women:

Mr. McStroul had a very good attitude. He favors special seniority to guarantee jobs to a good percentage of women in the post war period even if some men with more seniority have to go out. He thinks that the company will lay off a large number of the women otherwide.

Equal Pay:

Mr. McStroul said that the union asked for equal pay when the women were put on men's jobs and doing the wame work as men. The company refused. Then in negotiating the next contract renewal they continued to ask for ~~xxxx~~ equal pay. He said that the company did not claim that the women did less work in its argument for a differentail but only that they had a right to set the rates as they pleased. The case went to the WLB and a panel hearing was held in August 1943. The Board approved the rates set by the company which give all women on hourly rates and all women's base rates 82.6% of the men's rates. This was arrived at by the company by dividing men's minimum rate by old women's rate.

~~MrexMcStrmmbix~~

Mr. McStroul said that althought women got the same as men on piece work it happened quite often t at they would have to work on the day rate and this is the lower rate for the women (82.6% of men's.) He said that also the company had violated the agreemtnt and there had been numbers of cases where the women were not receivning equal pay on the piece work. The union has succeeded in getting from $900 to $1000 in back pay for women.

(Women on Men's Jobs:

"It is the plan of the company upon termination of such emergency to retransfer em employees with hiring dates prior to Oct. 1, 1940 to their 'former' groups as soon as reasonably possible in the light of conditions. exis ing at that time and to retain in the 'new' groups all transferred employees whose hiring dates are subsequent to Oct. 1940." Contract 173, sect. a p. 45)

Equal Pay cont.

Engls and Doker - Said that the job classifications and w.ge rates were presented at a union meeting and that the women voted to accept them. The older women objected but they were in the minority as not many of them had been at the meeting . They said that these older women did complain in the shop about the unequal pay but they do not attend the meetings so well. Meyer said that the union had secured wage increases for them. Last year ther was a wage dis ute and finally the WLB approved a 3¢ increase for the men and 5½¢ fot the women.

Mr. Harold Christoffel - Chmn. Bargaining Comm.
Miss Esther Handler - Director of Activities
Mr. Robert Buse - President
Miss Eunice Dricken - Member
Mr. Stanley Kroade - Committeeman
Miss Frances Mynor - Committeeman
Mrs. Clara Loeffler - Member
Mr. Fred McStroul - Rec. Secy.
Miss Annie Wilke - Guide, Ex. Bd.
Mrs. Fina Denny - Committeeman
Miss Mary Kurtz - Committeeman
Miss Frances Struck - Ex. Bd.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Have special meetings to discuss women's problems in shop.
A club has been organized to promote work for service men. The club members are all girls. Activities program includes parties, dances, picnics, etc. A part of the new union hall is to be furnished and used as a service men's lounge.
Mrs. Denny, reported that she had made special effort to smooth the way for a group of Negro women who were the first Negroes to come to work in her department. The white women resented them and Mrs. Denny, learning that the Negro women had husbands and sons in the Army serving overseas, explained this to the white women and they quieted down. She also gave them help with their work as they were learning, explained the Union to them, etc.
Mrs. Denny also reported that she took up the women's complaints promptly and that the Union Steward usually got them settled immediately.
Annie Wilke mentioned recreational features. She said men encouraged women to participate but they refuse.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Christoffel siad that if the women have enough seniority they will remain in plant. Service men returning will push some women out but they do have equal seniority rights with the men.
Dricken - The reason men don't encourage the women to participate more is that they "are afraid that the women will get the upper hand." (Other women did not say this)
Struck and Mynor stated that some girls say they will quit after the war. They themselves think union officials will make every effort to protect womqn's jobs.

Equal Pay:
Mr. Christoffel said that women should have equal pay with men. However, he said that the women's day rates were 82.6% of the men's rates. This by WLB order. The union asked for equal pay when women first put on men's jobs but so far have not succeeded in eliminating differential.
Handler said that the union committee had a fine attitude and had fought the company on the issue of equal pay. She said she sat in on a meeting with the Industrial Relations Rate Review Board (management) one day this week and the whole issue was equal pay.
Denny said that Committee tried to get equal pay from the beginning--when women went on same work as men.
Struck--"The Union officers want us to get equal pay."

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for equal work:
Dricken doesn't think women have thought so much about pay differantial.
Kroade said that they had secured the same piece rates for men and women but that when, for any reason, women had to work on day rate, they only got 82.6% of men's rate and that this was not fair, of course.
Christoffel said that there was no automatic progression provided for in contract but that "the union sees that merit raises are secured." Also the union is asking for equal pay in the new contract. Equal pay was asked for in previous contract, too, but Board approved differential.

SEAMAN BODY PLANT (NASH KELVINATOR)

MILWAUKEE - WISCONSIN

UNION

UAWA 2

CIO

LOCAL 75

MILWAUKEE, WIS.

40

LOCAL WAS ORGANIZED IN NOVEMBER 1933

WOMEN HAVE BEEN MEMBERS SINCE NOVEMBER 1933

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
SEAMAN BODY PLANT	2215	200	2215	200
T	2415		2415	

INITIATION $10

DUES $1

FINES $2 FOR FAILURE TO ATTEND 1 MEETING IN EACH QUARTER. $1 FOR FAILURE TO ATTEND SPECIAL MEETINGS AND $1 FOR FAILURE TO VOTE IN UNION ELECTIONS

COMMITTEES ON WHICH WOMEN SERVE

	M.	W.	
EDUCATIONAL	6	1	W.
ELECTION	9	1	(CHMN)
PUBLICATIONS	5	1	(SECY.)
DISCIPLINARY ACTION	6	1	

(SAME WOMAN ON ALL COMMITTEES)

OTHER COMMITTEES
LEGISLATIVE
BLOOD DONOR
WELFARE
ENTERTAINMENT

OFFICES HELD BY WOMEN
NONE
W. DELEGATE TO MILWAUKEE INDUSTRIAL UNION COUNCIL AND SHE WAS ALSO A DELEGATE TO WISCONSIN STATE INDUSTRIAL UNION COUNCIL

ATTENDANCE
ATTENDANCE OF WOMEN NOT SO GOOD AS MEN. MANY MARRIED WOMEN HAVE CHILDREN. FINANCIAL SECRETARY SAID MANY WOMEN COME BECAUSE OF FINE AND THEN LEAVE MEETING AS SOON AS POSSIBLE TO GET OUT. W. SHOP STEWARD SAID WOMEN ATTENDED PRETTY WELL.
W. SHOP STEWARD - "WOMEN NOT AS INTERESTED AS MEN - THEY DON'T FEEL UNIONISM THE WAY MEN DO."

PLANT-UNION

PRODUCT 2
AVIATION ENGINE PARTS
(PEACE TIME - AUTO BODIES)

UNION HAS WORKED WITHOUT A CONTRACT SINCE ORGANIZATION - MEMBERS DID NOT WANT A CONTRACT

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1933

PAYMENT OF DUES
UNION OFFICE

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES - ABOUT 125 WOMEN ON SEWING, PASTING PANELS, ETC

	M	W
BARGAINING COMM } GRIEVANCE COMM } (COMPOSED OF EXECUTIVE BOARD)	5	0
NO LABOR MANAGEMENT COMM		
SHOP STEWARD	48	2

DEPARTMENT	NO. EMPLOYED M	NO. EMPLOYED W	SHOP STEWARD M	SHOP STEWARD W
66 INSPECTION	75	200	3	1
10	NR	0	16	0
14 CYLINDER BARRELS	90	7	17	0
53	90	0	3	0
59	90	0	7	0
OTHERS				

CONTRACT

UNION HAS NEVER HAD A CONTRACT - WAS ORGANIZED AFTER A STRIKE AND RECOGNIZED - DID NOT WANT A CONTRACT THO CO. DID. HAVE "GOTTEN ALONG ALL RIGHT" - IMPORTANT DECISIONS MAY BE WRITTEN UP IN A SPECIAL AGREEMENT.
NO COPIES OF THESE WERE AVAILABLE
NC

JOB CLASSIFICATIONS AND RATES WERE NEGOTIATED AND AFTERWARD APPROVED BY WLB -
MEN BEGIN AT $1 AND RECEIVE AN INCREASE OF 5¢ PER WEEK UNTIL THEY REACH $1.30 ON MACHINES (OILERS - $1)
WOMEN BEGIN AT 75¢ AND RECEIVE AN INCREASE OF 5¢ P.H. UNTIL THEY REACH 90¢
NC - By Agt.

NR
AGREEMENT BETWEEN IS FOR SEPARATE SENIORITY FOR WOMEN

COMPANY AND UNION
By Agt.
NC.

NR

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" W
THERE ARE NO MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED
INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN.

SENIORITY

LISTS ARE MAINTAINED BY DEPARTMENT - BY SEX

WOMEN ARE ON INSPECTION ONLY AND HAVE SENIORITY ON THOSE JOBS
(See Comment)

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION
WOMEN HAVE NOT BEEN FREE TO BID FOR MEN'S JOBS (WHICH PAY MORE) ON A BASIS OF SENIORITY (W. EXCEPT FOR 4 OR 5 WHO ASKED FOR MEN'S JOBS HAVE NOT THOUGHT THEY WERE DISCRIMINATED AGAINST)
PLANT OPERATES 3 SHIFTS W. ON ALL SHIFTS PLACEMENT DEPENDS ON SENIORITY

REST PERIODS
NO FORMAL REST PERIODS PROVIDED

LUNCH PERIOD
MEN AND WOMEN 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
NO POLICY
CAN GET LEAVE OF ABSENCE ON REQUEST
BUT W. DO NOT WANT TO STOP WORK SOON ENUF. ONE WOMAN CAME BACK TOO SOON AND INJURED HER HEALTH
TIME LIMIT - DECIDED IN EACH CASE
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB AND RATE SHEET
WOMEN ARE ON TIME T WORK
SOME OCCUPATIONS AND RATES ARE LISTED BY SEX
ALL WOMEN'S JOBS HAVE LOWER RATES XX*
W. on W. jobs only

WLB CASE

REGIONAL NUMBER
NR

STATUS:
PENDING BEFORE REGIONAL BOARD

TYPE
DISPUTE

ISSUES
UNION IS REQUESTING A 17% "COST OF LIVING" WAGE INCREASE

6/ul 44

OK

Mr. John Parbs - President
Mr. Paul Steffes - Fin. Secy.
Mrs. Evelyn Cain - Shop Steward
Mrs. Beatrice Bittner - Shop Steward
Mr. Claude Kleim - Rec. Secy.
Mrs. Stella Gigl - Shop Steward

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

No special program reported by any of persons interviewed aimed at increasing interest of women as distinguished from men. Educational Committee program has not had as much response from women as from men. One reason women do not participate in meetings more, Mrs. Cain said, is that they do not know Parliamentary Law and that they are not accustomed to speaking. Educational Committee has a class in Parliamentary Law but Mrs. Cain was the only woman who attended.
Mrs. Cain was sent to the UAWA Educational Conference in Chicago.
Union Publications Committee gets out a union newspaper which is distributed to all members.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Steffes and Kleim stated that seniority was separate for women and when plant converts to peace-time products women will be back on sewing and pasting jobs. They do not expect that many employees will be laid off as the company has plans for continued expanded production. Mr. Steffes said that the women did not want plant wide seniority as they had better chances for continued employment with the separate seniority for women. Gigl said that there had been about 200 women in the plant before the war and that the number had not increased and she thought that most of the women would remain in the plant.

Equal Pay:
Mr. Steffes said that the union leaders had insisted on the rate of the job when the company suggested putting women on men's jobs. So far this has kept women off of men's jobs. The company has recently brought up the question again and wants to reclassify some of the men's jobs as female jobs. (Mr. Steffes was very interested in whether many other unions had the equal pay and asked agent for this information.)

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Steffes and Kleim said that jobs for men and women were not the same so that this had not been much of a problem. They said, "If we can keep the women off of the machines we won't have this problem and it is not likely now that they will be put on machines as conversion is already taking place." Mr. Steffes said that the company keeps insisting on putting women on men's jobs and reclassifying the jobs as female jobs. Mrs. Cain said that the majority of women have not considered equal pay a problem but it has come up in several instances. The Navy contract calls for Final Inspectors @ $1.30 per hour and they did not have any so this classification had to be created and as they would not pay women this rate they put men on this job. She said that these two men inspectors did not get much work each day as the work did not go to them if it was marked OK by the women inspectors. She said that they just sat most of the day and the women were working all the time, getting only 90¢ per hour. She said that the work of Final Inspector is not more skilled so that the women feel that they should have the same pay. (Agent is not certain about the comparative skill required so that this may be a problem of upgrading.)
Mrs. Bittner said that there were some inspection jobs which had required men to perform but that they had been changed so that this was no longer necessary and that men continued on them doing the same work that women were doing, the men getting $1.20 and the women 90¢. However, she said that this applied to only a few jobs.

Training and Upgrading Opportunities:
All training is done on the job. No upgrading of women done.

Seniority Rights:
Separate seniority for men and women. Leaders of union have not been interested in establishing the principle of equal seniority.

No Special Activities in Regard to Community Services

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Women all "believe in the union," Mrs. Cain said. They feel that the union has dealt with the management quite well and they know that they get more than is paid at so many otherplants in Milwaukee.
Mrs. Bittner said that a few women had asked for men's jobs and nothing happened but that for the most part they just accepted things as they were and did not question the separate seniority.
Mrs. Gigl said that the women in the plant all felt that the union leaders have been very alert in protecting the interests of the women and have great respect for their integrity. OF THE MEN.
She said that if the company did put women on the machines there would be trouble as the olderwomen in the plant who have the most seniority would not agree to younger women who have less seniority getting more pay than they did.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Mrs. Bittner said that women could do most of the men's jobs and do them perhaps better than the men; that they are kept on women's jobs because the men run the union, mostly, and have not been interested in establishing the same seniority for the men and women. The company, also, does not want the women on the machines.
Women interviewed said that all women were classified as Junior Female Inspectors with a rate of 90¢ per hour.
Men interviewed would not say much on the subject, only that the women were on different jobs which were lighter. However, in a second interview Mr. Steffes had more time and gave other information. (See Equal Pay for Equal Work)
Mrs. Gigl said that women could perform many of the jobs men were on but that the older women would object to younger women going on the men's higher paying jobs. She said that the women have not asked for the men's jobs for this reason. Mr. Steffes said that there were many older men in the plant not subject to the draft and there had not been so much of a labor shortage so that there had not been a need to put women on the machines.

Hart-Carter Company - Peoria, Ill. #11

UFEMWA CIO 154 Peoria, Ill. 16	OS	Plant Union Hart-Carter Co. employees members Tot. W. Tot. W 375 50 45 15 13% 33%	Initiation $none Dues 1.00 Fines - Others -	Committees other than plant: Legislative, Political Action Offices held by women: Fin-Sec'y-Treas.	Women's attendance is fair.
Product: 57mm shot	Productive and maintenance workers. employees members Tot. W Tot. W 375 50 45 15	Shop stewards collect the dues.	Women were not employed in normal times.	Plant Com. M W Stewards 4 1 Grievance NR 0 No labor-management com. yet but expect to have one.	No special program for women.

Contract expires: NR

~~No contract as yet,~~ One is being negotiated and will include rulings of the WLB. See below for those

Job and Rate Sheet NR Highest that a woman is getting is 75¢ per hour. (machine operation)	Comparability of men's and women's jobs is decided by agreement and by production manager. Most women are started at the lowest rate, most men are not. M .75, W .70 (a few women start at .75)	Equal Pay It is the custom to keep women on the lower paid jobs. NR as to whether or not women get the rate of the job when doing same work as men. Higher paid jobs are suitable for W.	Seniority Women are given equal seniority with men.	Rest Periods There is a so-called rest period (10") in which workers eat. NONE → 10"	Lunch No regular formal lunch period. Workers also eat on the job.	Pregnancy No case yet

W L B Case
between: Hart-Carter Co., and
IUAAAWA-CIO 154

Case no. 111-1500 D
a dispute case

Issues
Seniority
Grievance Procedure

Ruling
Approval of provisions re: issues
(Co. appealed, Nat. WLB upheld Reg. Bd and refused review)

1/3/44

The CIO won in a plant election, but only a small percentage of the workers actually belonged to the union. Now, the union is working hard to interest the unorganized workers in the plant. Thr president and the secretary feel that when the ruling on their contract comes through from the WLB the balance of the employees will join. They are for theunion, 90-95%, but won't join until something definite is done for them. The union is trying to have the previous WLB ruling carried out.

Women were first hired on production in September 1943. They are urged to join the union immediately upon hiring.

Provisions of the Contract Now Before the W L B

1. Plant-wide and departmental seniority, not by sex.
2. No limitation of women's seniority specifically
3. Placement on shifts br seniority

Nothing particular is being done to adapt higher paid jobs to women or to train women for them.

CONTRACT ORDER OF APPROVAL, DISSENTING OPINION

REPORT ON RECOMMENDATION

STUDEBAKER CORP - AVIATION AND AUTOMOTIVE PLANTS, SOUTH BEND, IND.

22 - A

UNION DATA

UAWA 2
CIO
5
SOUTH BEND, IND.
22

LOCAL WAS ORGANIZED IN 1934.

WOMEN HAVE BEEN MEMBERS SINCE 1934

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION EMP. M	UNION EMP. W
STUDEBAKER CORP. AVIATION & AUTOMOTIVE PARTS	14000	3000	14000	3000
		18%		18%

T 17000 — 17.6

	M	W
INITIATION	$5	$5
DUES PER PERIOD	$1	$1

FINES - $1 FOR NOT VOTING IN ANNUAL ELECTION OF OFFICERS

OTHER - FINES MAY BE IMPOSED WHEN MEMBER DROPS OUT OF UNION DUE TO FAILURE TO PAY DUES, UPON APPLICATION TO JOIN AGAIN.

COMMITTEES (SEE ABOVE WOMEN)
LEGISLATIVE — UNION LABEL
EDUCATIONAL — PUBLICITY
ORGANIZATIONAL — RECREATION
SICK AND RELIEF — ELECTION

COMMITTEES ON WHICH W MIGHT SERVE
CONSTITUTION AND BY-LAWS
1

THERE ARE NO W. HOLDING OFFICE

PROB. ATTENDANCE OF MEN AND WOMEN AT MEETINGS DUE TO LACK OF GAS AND DISTANCE BETWEEN HOMES AND UNION HALL

3. *

UNION PROGRAM AND ATTITUDE TOWARD WOMEN

NO SPECIAL PROGRAM FOR W - ACTIVITIES FOR BOTH MEN AND WOMEN

PRES. SAID M. HAD GOOD ATTITUDE TOWARD W. BUT REMARKED HE STAYED AWAY FROM W'S DEPTS AS MUCH AS POSSIBLE.

W. MEMBER SAID M. DIDN'T TRY TO GET INCREASES FOR W. ON WOMEN'S JOBS.

W. MEMBER SAID MEN DIDN'T WANT W. TO BECOME STEWARDS BUT WANT THEM ON ALL COMMITTEES OVER

UNION ATTITUDE TOWARD EQUAL PAY

UNION AGREEMENT PROVIDES SEPARATE SENIORITY FOR MANU AL (HOURLY RATED EMP. INCLUDING ABOUT 2000 W.) THIS IS TEMPORARY FOR DURATION BUT INDICATES THAT M. DIDN'T SECURE FULL RIGHTS FOR W. TO MOVE TO HIGHER PAID JOBS EQUALLY WITH MEN. AT PRESENT W AND M GET SAME RATES. [illegible] REPORTED SOME RATES. PRES SAID IN SOME DEPTS M START AT 90¢ W AT 80¢ BUT UNION MEETINGS TO ELIMINATE THIS.

PLANT - UNION

1

PRODUCTS
AIRCRAFT ENGINES.
U.S. ARMY TRUCKS
ORDNANCE MATERIAL

NO. OF EMPLOYEES
MEN - 14000 W - 3000

NO. OF UNION MEMBERS IN PLANT
MEN - 14000 W - 3000

UNION HAS BEEN RECOGNIZED IN PLANT SINCE 1934 -

WOMEN HAVE BEEN MEMBERS SINCE 1934

1/11/43 - 306 W. employed (See Sched. - Statist. Div.)

PAYMENT OF DUES
MUST BE PAID AT UNION OFFICE -
NEW PLAN TO BE MADE EFFECTIVE FOR VOLUNTARY CHECK-OFF

WOMEN WERE EMPLOYED IN NORMAL TIMES BUT NUMBER HAS INCREASED GREATLY SINCE WAR - (WERE ON SEWING BEFORE WAR)

SHOP STEWARDS 280 MEN 60 WOMEN
(HAVE ABOUT 1 STEWARD FOR EVERY 50 MEN AND 1 FOR ABOUT EVERY 50 WOMEN EMPLOYED)

NEGOTIATING COMMITTEE 14 MEN 0 WOMEN
(GRIEVANCE AND BARGAINING)

LABOR MANAGEMENT COMMITTEE 9 MEN 0 WOMEN

THERE ARE NO OTHER UNION COMMITTEES IN PLANT

UNION PROGRAM IN PLANT AFFECTING WOMEN.

NO SPECIAL PROGRAM FOR WOMEN OTHER THAN THE ACTIVITIES FOR BOTH MEN AND WOMEN

CONTRACT

CONTRACT IS CONTINUOUS UNLESS CANCELLED BY EITHER PARTY.

THIS IS AN OPEN SHOP - * 1.

Union Recog.

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN.

AUTOMATIC PROGRESSION POLICY FOR TRAINEES. SAME FOR MEN AND WOMEN - 0

CONTRACT PROVIDES FOR EQUAL PAY BY ARTICLE ON WAGE PROCEDURE (P-10-12 CONTRACT)

PW
TYPE OF SENIORITY PLANT-WIDE

CONTRACT PROVIDES FOR SEPARATE SENIORITY LISTS FOR MEN AND WOMEN - THIS PROVISION HAS BEEN SUSPENDED FOR DURATION - BUT AFTER THE WAR WILL REVERT TO FORMER PLAN - P. 4 CONTRACT * 4

same for duration

CONTRACT DOES NOT PROVIDE REST PERIODS FOR MEN OR WOMEN

CONTRACT DOES NOT PROVIDE LUNCH PERIODS FOR MEN OR WOMEN

CONTRACT PROVIDES LEAVE OF ABSENCE
LIMITED PERIODS NOT TO EXCEED 1 YEAR.
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - NOT STATED

PLANT PRACTICES

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON TIME WORK
JOBS AND RATES ARE NOT SPECIFICALLY LISTED BY SEX
RATES ARE THE SAME IN JOBS EMPLOYING BOTH MEN AND WOMEN
* 2.

WORK COMPARABILITY
DETERMINED BY DECISION OF MANAGEMENT
A FORMAL JOB EVALUATION IS NOT USED IN DETERMINING COMPARABILITY

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN:
PRESIDENT STATED THAT WOMEN WERE UPGRADED BY SENIORITY SAME AS MEN
WOMEN INTERVIEWED STATED THAT WOMEN WERE NOT KEPT AT LOWER PAID JOBS

PW
SENIORITY
WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN AT PRESENT TIME (AFTER THE WAR SEPARATE SENIORITY FOR MEN AND WOMEN WILL AGAIN PREVAIL)
NUMBER OF SHIFTS 2 (IN AVIATION SOME MEN WORK ON 3RD SHIFT).
PLACEMENT DOES NOT DEPEND ON SENIORITY.

PLANT ALLOWS FORMAL REST PERIODS FOR MEN AND WOMEN -
THESE REST PERIODS ARE PAID FOR

LENGTH OF LUNCH PERIOD FOR MEN AND WOMEN - 30 MINUTES
THE LUNCH PERIOD IS NOT PAID FOR

PREGNANCY POLICY.
LEAVE OF ABSENCE
1 YEAR

L of A
W-M-S

WLB CASE

STUDEBAKER CORP. & UAWA - CIO - 5

6-17944

REGIONAL DECISION
9/27/43 AND 11/1/43

TYPE OF CASE
VOLUNTARY

CASE WAS NOT BROUGHT AT TIME OF NEGOTIATION OF CONTRACT

BACKGROUND OF CASE
CASE WAS BROUGHT TO WLB BECAUSE OF DIFFERENTIAL IN PAY OF HOURLY RATED AND PRODUCTIVE EMPLOYEES. CO. AND UNION AGREED ON INCENTIVE PLAN WHICH WAS PROPOSED IN APPLICATION TO WLB

ISSUES
INCENTIVE PLAN APPROVED BY WLB FOR TRIAL PERIOD ENDING 3RD WK. IN FEB. INVOLVES ELIMINATION OF WASTE. PROPER UTILIZATION OF LABOR. ETC (PRES. SAID IT WOULD AFFECT 6000 HRLY. RATED EMPLOYEES - 3000 W. AND WOULD MEAN A SUBSTANTIAL INCREASE IN HRLY. EARNINGS FOR THIS GROUP)

RULING
9-27-43 - DISAPPROVAL OF INCENTIVE PLAN SUBMITTED IN APPLICATION OF COMPANY -
11-1-43. APPROVES INCENTIVE PLAN FOR 18 WEEK PERIOD

EQUAL PAY WAS NOT AN ISSUE

TRIAL PERIOD ENDS IN 6 WEEK - RULING IN EFFECT UNTIL THEN

2/8/44

HOW DID WOMEN BENEFIT?

NOT APPLICABLE

The officers of the Studebaker Local report that the unions has the fullest cooperation from the Company. Other South Bend Locals feels that the workers at Studebaker have everything "handed to them on a silver platter." Mr. Burgoyne, the President, said that this was perhaps the only Local in the country where the workers get dollar for dollar saved on production. The union committee checks production and then goes in regularly and checks the books of the company. He said that the company officials give full credit to the union for taking responsibility and seeing that the company did make progress. A few years ago they were in bankruptcy.

1. The union does not have a closed shop but the company cooperates and they have 100% of the workers in the union. The company gives a letter to all new employees suggesting that they join.

The women interviewed all agree that the Studebaker plant is the best place to work in South Bend. Wages are higher than in other plants, the union is a good one, and the foremen are of the best type. The women did not know much about the 2a departments other than their own. They report different starting rates for inspection, welding, packing, etc. They reported two cases of women beginning at 70¢ and 75¢ p.h. and that in aviation women were now beginning at $1.05 p.h.

Mr. Burgoyne reported that there had formerly been a training program and that it b- took 6 months at that time to go from the starting rate of 80¢ to the top rate of $1.05. He said he had been able to change this so that the top rate could be reached in 30 days.

3 Mrs. Duffey, Chief Shop Steward, stated that the men wanted the women on all committees but that the women took too little interest. Mrs. Paege, a member of the Election Committee, said that the men were good politicians and the women were not. She said the women were just not interested so much.

4 The women did not even know about the male and female seniority groupings provided for in the contract. Mrs. Duffey, a Chief Shop Steward, employed in plant for 21 years, got out her contract and read this clause for the first time.

Vascoloy-Ramet Corp.* - North Chicago, Ill. #51

I A M A F L 1114 Waukegan, Ill.	05	Plant employees Tot. 474 W 173 Union members Tot. 474 W 173	Initiation $5.00 Dues(mo,) 1.25 Fines - Others -	Committees other than plant: Social Com. Ent. Offices held by women: Trustee	Women's attendance is good.
Product: carbide cutting tools.	Productive and maintenance workers employees Tot. 474 W 173 members Tot. 474 W 173	Dues are collected by the stewards or paid to the fin.-sec'y.	Women were not employed on production in normal times.	Plant Com. M 12 W 3 Stewards NR 3 Grievance some Bargaining No labor-man. com.	No special program for women.

Contract expires: May 1944 and continues until one party asks for a change. Closed shop	Contract does not provide same starting rates for men & women. No automatic progression policy is provided for in the contract.	Equal Pay Contract has no equal pay or non-discrimination clause for women see sched p. 3 WLB approved contract with e.p. clause	Seniority Plant-wide and departmental; not by sex. Contract does not limit women's seniority specifically. Placement on shifts is not by seniority is not provided for.	Rest Periods N R	Lunch N R	Leave 90 days, may be extended.
Job and Rate Sheet Jobs and rates are classified by male and female. Highest rate for women is 90¢ (shaping) and for men $1.42 (tool and die) both time rates. On jobs that employ both men and women the latter get the same rate as men.	Comparability of men's and women's jobs is decided by foreman and agreement. Most women are started at the lowest rate, most men are not. M 70¢ W 60¢	Women are usually kept on the lower paid jobs. Higher paid ones are suitable for women. *Women do stay in lower paid jobs by preference	Women are given equal seniority with men.	N R	N R	Pregnancy 90 days leave, may be extended

W L B Case
between: Vascoloy-Ramet Corp. and
IAM-AFL 1114
case no. 6-7798

a voluntary case
*Subsidiary of the Fansteel Matallurgical Corp.

Issues
Approval of contract
Equal pay
Job classification and wage ranges

Ruling
Approval of:
agreement
equal pay
wage increases within ranges

12/22/43

The women have organized a bowling team. All the officers are women, that helps to create interest in the union.(Woman steward.) She cited one case of pregnancy: the woman had 3 months leave, called up and was given 3 more. Steward thought she could have had more if necessary.

Upgrading and Training

The union had a training course in new skills in ~~the basement of~~ the president's basement during the early part of the war. Women, who were eligible, did not attend. According to the woman steward quoted above, some women don't care for the machine jobs but prefer the cleaner kinds of work. Consequently they stay in the lower paid brackets. Every job has a learning period. The foreman recommends increases. If a woman feels she is entitled to an increase and the foreman doesn't recommend it she may speak up. If it is not granted, the whole matter may go to the grievance procedure.

The only action the union is taking about the WLB ruling is to see that it is carried out in the shop.

Tantalum Defense Corp. - North Chicago, Ill.

I A M A F L 1676 Waukegan, Ill.	05	Plant Union Tantalum Defense Corp. employees members Tot. W Tot. W 380 200 265 200 53% — 75%	Initiation $5.00 Dues production 1.25 specialists 1.75 Fines - Others -	Committees other than plant: Auditing Offices held by women: Treasurer Recording Sec'y	Women's attendance is fair. (Organised in May and women are not yet very active in the union)
Product: production and processing of tantalum.	Productive and maintenance workers. employees members Tot. W Tot. W 380 200 265 200 All production workers are women, except 3.	Dues are paid to the financila secretary.	Women were not employed in normal times; this is a new, war plant.	Plant Com. M W Stewards 8 3 Grievance 9 1 No labor-man. committee	No special program for women.

Contract expires: N R (contract not available to agent.) Closed shop	Contract does not provide same starting rate for men and women. No policy on automatic progression in contract.	Equal Pay Contract has no equal pay or non-discrimination clauses for women.	Seniority Plant-wide and departmental, not by sex. Contract does not limit women's seniority specifically. Placement on shifts ~~is not~~ by senioity is not provided for.	Rest Periods N R	Lunch N R	Leave No provision
Job and Rate Sheet Jobs and rates are classified as male and female. Men women are on different jobs (2or3exceptions) Highest set for women is 90¢ p.h. for men is $1.42 Highest any women are gatting is 90¢ On jobs employing both men & women latter get the same rate as men. see over	Comparability of men's & women's jobs is decided by agreement and by metal trades association plan of job evaluation. Most workers are not started at the lowest rate. see over. Only 8 W in same grades as Men	Women are not usually kept on the lower paid jobs longer than men. Higher paid jobs are suitable for women.	Women are given equal seniority with men.	N R	N R	Pregnancy No policy has been set No definite leave given but women will be rehired. No leave

W L B Case
between: Tantalum Defense Corp. and
Lake County Metal Trades Council of Waukegan
case no. 6-8385

a voluntary case
* Subsidiary of the Fansteel Metallurgical Corp.

Issues: Approval of
Approval of job evaluation giving general wage increase to all
Raises for 25 workers

Ruling
Approval of different rates for men nd women,
Wage increases M.70-1.42
W.60-.90
Wage classes approved as presented.

11/29/43

9K

Job and Rate Sheet

Men are on maintenance and supervisory jobs, and are machinists. Women are on production jobs (except for 3 jobs) Women have replaced men and receive the same rate of the job as the men had previously.

StartingRates

This Tantalum Defense plant is new and government owned. The production jobs were set for women. Men's jobs are in grades 1-10 and a special classification was mad e for women, grades 22, 23, 25. If the women perform work on jobs in grades 1-10 they get the rate of those jobs but only 3 women are on such work.

It is the practice in this plant for the women to check out 5 minutes before the men; the company thinks that it avoids some problems that way. The men thare do not object.

NR

Cannedy-Otto Mfg Co.-Chicago Heights, Ill. #53

MaA M 10. A F L 377 Chicago Heights, Ill. 11	05	Plant: Cannedy-Otto Mfg. Co. employees: Tot. 240, W 25 (10') members: Tot. 192, W 15 (8✓) (no W. journeymen)	Initiation $5.00 Dues production 1.25 specialists 1.75 Fines - Others -	Committees other than plant: none Offices held by women: none	Women's attendance is very poor.
4 Product: drill presses and machine tools.	Productive and maintenance workers. employees: Tot. 240, W 25 members: Tot. 192, W 15	Dues are paid to the financial sec'y or to the stewards	Women were on production in normal times ✓	Plant Com. NONE M W Women are on no committees. There is no labor-management com.	No special program affecting women.

Contract expires: Nov. 1943 and continues until one party asks a change. Open shop and maintenance of membership.	Contract does not provide same starting rate for men and women See over for automatic progression ploicy.	Equal Pay Contract has no equal pay or non-discrimination clause for women.	D PW Seniority Plant-wide and departmental, not by sex. ✓ Contract does not limit women's seniority specifically. Placement on shifts ~~is not~~ by seniority. is not provided for.	Rest Periods N R	Lunch N R	Leave 90 days, may be extended
Job and Rate Sheet B ✓ Jobs and rates are classed as male and female. Highest for men is $1.30 (tool and die); for women 95¢ (precision). Highest that a woman is getting is 95¢. ✓ On jobs employing both men and women, latter get the rate of the job.	Comparability of men's and women's jobs is decided by agreement. C Most women are started at the lowest rate, most men are not. M 65¢ p.h. W 52¢	Women are usually kept on the lower paid jobs longer than men Higher paid ones are suitable for women.	Women are given equal seniority with men. ✓ ~~NR~~ D + PW	N R	N R	Pregnancy 90 days, may be extended for 180 more No case has yet been presented. Lgd 11-15

W L B Case
between: Cannedy-Otto Mfg. Co. and Machinists' Local IAM-AFL 377
case no. 6-7995
a dispute case.
11-1-44 - Req. WLB partially approved joint proposal.

Issues
Equal pay
General raise 10¢ an hour
Vacations
Trainee progrm
Retroactive date

Ruling
Approved order of arbitrator, with certain exceptions

Co. is requesting raise in ceiling price.
11-1-44 - Req. WLB partially approved joint proposal

12/29/43

W L B Case and Aftermath

The Chief Steward said that the workers are becoming very impatient awaiting a ruling By the Director of Economic Stabilization. The company asked for price relief. Workers feel the union is not doing anything for them. Members are becoming lax in their dues, some are 10 months in arrears. The case has been in process for over a year and if the ruling would be given the morale of the union would be bolstered.

The women are very lax in attending union meetings and in taking active part at the plant.

Wage rates

This company paid very low wages before the war. Women were getting 32¢ on production (time rate). There is now a 60 day probation period and after that men and women are classified and receive the rate of the job on which they are. At present the women do not go beyond the job of precision work, which is not the highest paid.

Upgrading
The union is working for and encourages upgrading of all employees.

ORDER OF DISAPPROVAL

NR

20

ELKHART BRASS MANUFACTURING CO. - ELKHART, INDIANA

54

UNION DATA

IAM 10,
AFL
LOCAL 1118
ELKHART, INDIANA
20

LOCAL WAS ORGANIZED IN 1940

ONE WOMAN HAS BEEN A MEMBER SINCE MAY 1942. OTHER WOMEN HAVE BEEN WORKING ON PERMIT FOR 3 WEEKS AND WILL BE INITIATED IN TWO WEEKS

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION EMP. M	UNION EMP. W
ELKHART BRASS MFG CO	142	8 ✓ 6 ✓ 1501	142	8 (7 ON WORK PERMITS)
LERNER ELECTRIC CO			5.3	0
SAFEPLAY CO.				0
OUTING MFG. CO.				4-8
ELKHART SCREW PRODUCTS				
TOTAL	NR	NR	191	8 ✓ 4 ✓

	M	W
INITIATION	$5	$5
DUES	$1.50	$1.50
FINES	—	—

COMMITTEES ON WHICH WOMEN SERVE
NO WOMEN ON COMMITTEES

OTHER COMMITTEES ON WHICH W. MIGHT SERVE
—

OFFICES HELD BY WOMEN
FINANCIAL SECRETARY (IS WIFE OF IAM REPRESENTATIVE AND HAS NEVER WORKED IN PLANT. SHE WAS TAKEN IN THE LOCAL TO KEEP THE BOOKS)

ATTENDANCE
FIN. SECY. IS THE ONLY WOMAN WHO ATTENDS AS YET
Poor ✓

UNION ATTITUDE TOWARD W.
FIN. SECY (WOMAN) THOUGHT THAT WOMEN SHOULD STAY AT HOME AFTER THE WAR AND NOT WORK. SHE KNEW OF CASES WHERE WIVES ARE WORKING AND DONT NEED THE MONEY AND AFTER THE WAR THEY WILL BE KEEPING SOME MAN OFF THESE JOBS WHO HAS A FAMILY TO SUPPORT - PRES. SAID ABOUT THE SAME

ATTITUDE TOWARD EQUAL PAY
FIN. SECY. SAID UNION POSITION IS EQUAL PAY FOR EQUAL WORK. THAT MEN FEEL THAT SINCE W. GET SAME PAY THEY SHOULD WORK UNDER SAME CONDITIONS.
PRES. SAID THAT WHEN WOMEN GO ON SAME WORK AS MEN THEY SHOULD HAVE SAME PAY.

PLANT-UNION

10 PRODUCT
FIRE DEPARTMENT FITTINGS

UNION HAS RECOGNIZED IN THIS PLANT SINCE 1940

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE FEB. 1944

ARRANGEMENT FOR PAYMENT OF DUES
STEWARD
SOME PAY AT MEETINGS

WOMEN WERE NOT ON PRODUCTION IN NORMAL TIMES

WOMEN'S UNION ACTIVITIES — NONE

SHOP STEWARD	NR MEN	0 WOMEN *
GRIEVANCE COMMITTEE	NR MEN	0 WOMEN *
BARGAINING COMMITTEE	NR MEN	0 WOMEN *

THERE IS NO LABOR-MANAGEMENT COMMITTEE

* WOMEN NOT YET ELIGIBLE

THERE ARE NO OTHER UNION COMMITTEES IN PLANT

UNION PROGRAM IN PLANT AFFECTING WOMEN
PRESIDENT SAID THAT NOTHING IS PLANNED

CONTRACT

CONTRACT EXPIRES IN NOVEMBER 1944.

KIND OF CONTRACT
CLOSED SHOP

CONTRACT DOES NOT CONTAIN A MAINTENANCE OF MEMBERSHIP CLAUSE

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT DOES NOT PROHIBIT WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

THERE IS NO MENTION OF "WOMEN" IN CONTRACT (WOMEN WERE NOT EMPLOYED WHEN CONTRACT WAS SIGNED)

D PW
SENIORITY
TYPE:
PLANT WIDE
DEPARTMENTAL

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS ✓

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH - 90 DAYS WITH ONE RENEWAL
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - 1 YEAR

PLANT PRACTICES

D + PW
~~NR~~
SENIORITY
WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN ✓

PLANT OPERATES ON 1 SHIFT

REST PERIODS
NONE GIVEN FOR MEN OR WOMEN

LUNCH PERIODS
1 HOUR - NOT PAID FOR - FOR MEN AND WOMEN

PREGNANCY POLICY
NO POLICY

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON TIME WORK T
JOBS AND RATES ARE NOT LISTED BY SEX X
RATES ARE THE SAME ON JOBS EMPLOYING BOTH MEN AND WOMEN ✓ ✓

THERE ARE NO "WOMEN'S JOBS" M

THERE ARE NO MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED.

W. not on men's jobs

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

NR
COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DECISION OF MANAGEMENT
M

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

WOMEN NOT IN PLANT SUFFICIENT LENGTH OF TIME TO TELL —

W. new in plant

WLB CASE

REGIONAL NO. 6-19237

SETTLED BY REGIONAL BOARD SEPT. 23, 1943

TYPE OF CASE - VOLUNTARY

ISSUES
WAGE INCREASE

RULING
DISAPPROVES PLAN FOR MAKING AUTOMATIC MERIT INCREASES

3/11/44

Although so few women are now working in this plant there are quite a few men subject to the draft now and women will be used to replace men drafted.

So far not much attention has been paid to the women who are working, by the union. Agent could not get the names from Financial Secretary or President so none of the new women were seen.

MISSOURI VALLEY BRIDGE AND IRON CO. - EVANSVILLE, INDIANA

UNION

EVANSVILLE METAL TRADES COUNCIL 16
AFL
EVANSVILLE INDIANA
25

LOCAL WAS ORGANIZED IN MAY 1942

WOMEN HAVE BEEN MEMBERS SINCE JUNE 1942

TYPE OF WORKERS:
PRODUCTIVE
MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
MISSOURI VALLEY BRIDGE AND IRON CO.	7630	3370	7630	3370
	31		31	
	306			

	M	W
INITIATION (Finish / None)	$15	$15
DUES	2	(1)2

(1) Except:
BOILERMAKERS:

	M	W
INITIATION		
MECHANICS	25	25
HELPERS	15	15
DUES (INCLUDES INS.)		
MECHANICS	4	4
HELPERS	350	350
PROD. WORKERS	250	250
HOD CARRIERS - DUES PER QUARTER	405	405

PLUMBERS - INITIATION MECHANICS - $20 HELPER - $10

COMMITTEES ON WHICH WOMEN SERVE
NONE

OTHER COMMITTEES
NO COMMITTEES REPORTED BY ANY OF UNIONS. SHIPYARD COMMITTEE MEMBERS ARE FROM METAL TRADES COUNCIL TO WHICH THERE ARE NO WOMEN DELEGATES. METAL TRADES COUNCIL HAS 6 OTHER STANDING COMMITTEES

OFFICES HELD BY WOMEN — NONE
1 WOMAN MEMBER OF HOD CARRIERS IS — DELEGATE TO CENTRAL LABOR UNION (NO WOMEN ARE REPRESENTATIVES ON METAL TRADES COUNCIL)

ATTENDANCE
PLUMBERS - W. NOT VERY ACTIVE AND DO NOT ATTEND WELL (Poor)
HOD CARRIERS - W. ATTEND AS WELL AS MEN
PAINTERS - W. DO NOT ATTEND AT ALL (NONE IN)
BOILERMAKERS - W. ATTEND AS WELL AS MEN - ARE VERY ACTIVE (Meeting 2nd mo.)
(MEETINGS OF METAL TRADE COUNCIL NOT OPEN TO GENERAL MEMBERSHIP - IS A COUNCIL MADE UP OF REPRESENTATIVES OF THE VARIOUS AFFILIATED LOCAL UNIONS)

PLANT - UNION

0 PRODUCT
LST INVASION BOATS

UNION HAD FIRST CONTRACT WITH THIS PLANT ON JUNE 8, 1942

WOMEN IN THIS PLANT HAVE BEEN MEMBERS SINCE JUNE 1942

PAYMENT OF DUES:
STEWARD
UNION OFFICE

YARDS HAVE OPENED SINCE THE WAR

"SHIPYARD COMM." 5 MEN 0 W.

LABOR-MANAGEMENT — —

SHOP STEWARD IN UNIONS EMPLOYING W. 125 M 8 W.

GRIEVANCES HANDLED BY SHIPYARD COMM

CONTRACT SHOP COMMITTEE OF METAL TRADES COUNCIL - W. ARE PUT ON SPECIAL COMMITTEES IN YARDS WHEN MATTER INVOLVES WOMEN. X

APPROXIMATE FIGURES REPORTED BY UNIONS INCLUDING WOMEN

	M	W	SHOP STEWARDS	
BOILERMAKERS	4200	280	70	4
PLUMBERS	1420	80	9	1
PAINTERS	1610	90	NR	0
HOD CARRIERS	400	400	50	3

CONTRACT

CONTRACT EXPIRES JUNE 1944 - AUTOMATIC RENEWAL UNLESS EITHER PARTY GIVES NOTICE OF DESIRE TO CHANGE

KIND OF CONTRACT - MAINTENANCE OF MEMBERSHIP (CO. DOES HIRING THRU UNIONS)

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN ✓

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN. 0

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY RATE OF JOB REGARDLESS OF SEX 0

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

NO MENTION OF "WOMEN" IN CONTRACT.

SENIORITY

NR
SENIORITY LISTS ARE MAINTAINED BY CRAFT AND NOT BY SEX ✓ (Plant / Units)

WOMEN ARE NOT DISCRIMINATED AGAINST IN:
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
1ST SHIFT.
MEN AND WOMEN - 30 MIN. NOT PAID FOR
2ND SHIFT
30 MIN. PAID FOR
3RD SHIFT
30 MIN - PAID FOR 1 HOUR

LEAVE OF ABSENCE
NO PROVISION 0

PAID VACATIONS
6 DAYS. 2700 HRS. WORK 1 YEAR FROM HIRING
5 DAYS. 2450
4 DAYS. 2200
3 DAYS. 2000

PLANT PRACTICES

THERE ARE NO "WOMEN'S" JOBS M

THERE ARE NO MEN'S JOBS ON WHICH W. ARE EMPLOYED

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB. ✓

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT J

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

NONE OF PEOPLE INTERVIEWED SAID THAT WOMEN WERE KEPT ON LOWER PAID JOBS LONGER THAN MEN. PRES. OF METAL TRADES COUNCIL SAID THAT WOMEN ARE IN ALL JOB CLASSIFICATIONS ✓

SENIORITY

SENIORITY LISTS ARE MAINTAINED BY JOB CLASSIFICATION - NOT BY SEX ✓ (Group)

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES ON 3 SHIFTS - W. ARE ON ALL SHIFTS. PLACEMENT DOES NOT DEPEND ON SENIORITY

REST PERIODS
NONE

LUNCH PERIODS
1ST SHIFT - MEN AND WOMEN 1 HOUR NR PAID FOR
2ND SHIFT
MEN AND WOMEN 30 MIN. PAID FOR
3RD SHIFT
MEN AND WOMEN 30 MIN PAID FOR 1 HR

PREGNANCY POLICY
LEAVE OF ABSENCE TIME LIMIT NOT DEFINITE
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB AND RATE SHEET
MOST WOMEN ARE ON TIME WORK T
JOBS AND RATES ARE NOT LISTED BY SEX X

W.L.B. CASE

NO CASE THAT ESPECIALLY AFFECTED WOMEN AS A SEPARATE GROUP

4/21/44

Mr. C. B. Birdsong - President of Metal Trades Council, & Pres. Teamsters Local 215
Mr. W. L. Manis - Bus. Rep. Boilermakers Local 374
Mr. Wesley E. Waters - Secy. Metal Trades Council
Virginia Ainsworth - Shop Steward, Plumbers Local
Lucy Sloan - Member, Boilermakers Union

Unions Affiliated with Metal Trades Council which have women members:

International Brotherhood of Boilermakers, Iron Shipbuilders & Helpers of America, Local 374

International Hod Carriers, Building & Common Laborers' Union, Local 561

United Association of Plumbers, Steamfitters of the U. S. and Canada, Local 136

Brotherhood of Painters, Decoraters and Paperhangers of America, Local 156

Union Program for Increasing Women's Participation in Union Activities:

None reported.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Birdsong said that women had same seniority rights as men and that if work continued on large scale at the shipyards women would probably remain.
Mr. Manis did not think women would be in yards after the war as the company had rated them as only 60% efficient and they would not want to employ them. Also the number of men who would return from the service would push the women out.
Mr. Waters said that when women went into the yards his International Union (Plumbers) wanted a separate set up for women but he told them that he would not go along on that so they have same seniority and the right to stay.

Equal Pay:
Mr. Birdsong said that the rates were the same for men and women on all jobs--no separate women's rates.

Union Program for Increasing Women's Participaion in Union Activities:

Equal Pay for Equal Work:
Mr. Birdsong said that they had negotiated for rates for job and the women get the same rate as men for the job.
Mr. Waters said he had insisted on no separate set up for women though his International Union had wanted this.
Other Persons interviewed all said that the rates were the same for men and women.

Training and Upgrading Opportunities:

Mr. Birdsong said that women were in all job classifications--that they had been upgraded the same as the men. Other persons interviewed said this also.

Seniority Rights:
None of persons interviewed reported any difference in seniority for men and women.

Special Activities in regard to Community Services:
None reported by representatives of Metal Trades Council or by any of union represenatatives interviewed.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

Continued Employment -- see above

Equal Pay-- see above

Other:
Mr. Wentzel, Bus. Rep. of Painters, said that he thought the women should be in the home. He thought that the war would be over soon and that "they would soon be rid of the women!" However, he said that the women had the same rights and privileges in the union as the men when they joined and if there was work and they wanted to work they could.
Mr. Waters did not see need for committee to handle grievances ordinarily. He said he could handle most things better.

Opinion of Interviewed Women as To Adequacy of Union Program Regarding Women:

(Was very difficult for agent to get names and addresses of women union members. Hod Carriers said they did not have up-to-date addresses. Boilermakers also did not have but gave names and referred agent to Employment office of company where two addresses were secured, one incorrect.) Painters said they did not have names and addresses. Plumbers said none of their women members were active, except Virginia Ainsworth and a couple of others whose addresses they did not have.)

Virginia Ainsworth thought the union gave them protection and better wages. She said that most of the women in the plumbers union were just not interested.

Lucy Sloan said that she did not know much about the contract. She did not know whether seniority was the same for men and women. She had not been to a meeting at all. She had never been told when and where meetings were held.

NR ✓ 25 BUCYRUS-ERIE CO. EVANSVILLE, INDIANA 56

UNION

IAM 10
AFL
LOCAL 1231
EVANSVILLE, INDIANA
25

LOCAL WAS ORGANIZED IN MAY 1933

WOMEN HAVE BEEN MEMBERS SINCE MARCH 1943

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
BUCYRUS-ERIE CO	750	50	600	40
		6✓		6✓

	M AND W $S
INITIATION	
DUES	
JOURNEYMAN AND SPECIALIST	$2.25 MO
PRODUCTION AND HELPERS	$1.75 MO
APPRENTICES	$1.25 MO
FINES	—

UNION COMMITTEES ON WHICH WOMEN SERVE
NONE - DO NOT ATTEND ENOUGH TO BE PUT ON

OTHER COMMITTEES
LEGISLATIVE

UNION OFFICES HELD BY WOMEN
NONE

ATTENDANCE
POOR - ATTENDANCE OF MEN IS POOR ALSO

PLANT-UNION

4 PRODUCT
STEAM SHOVELS
ROAD GRADERS
ROLLERS
BULLDOZERS

UNION HAD FIRST CONTRACT WITH PLANT ON MAY 18, 1933

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE MARCH 1943

PAYMENT OF DUES - CHECKOFF

WOMEN WERE NOT ON PRODUCTION IN NORMAL TIMES

BARGAINING	NONE	5 MEN 0 WOMEN
LABOR-MANAGEMENT		— —
SHOP STEWARD		16 MEN 0 WOMEN

GRIEVANCE - SEE BARGAINING

NO OTHER UNION COMMITTEES IN PLANT

X

CONTRACT

CONTRACT EXPIRES DEC. 31, 1944

KIND OF CONTRACT:
MAINTENANCE OF MEMBERSHIP *
EXCLUSIVE BARGAINING AGENT

* IN DISPUTE - SEE WLB CASE BELOW

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN - M-66¢ W-55¢

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN BUT DIFFERENTIAL IS MAINTAINED. MEN BEGIN AT 66¢ IN 30 DAYS GO TO 72½¢ WOMEN BEGIN AT 55¢ IN 30 DAYS GO TO 62½¢

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE ✓

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN IN STARTING RATE AND AUTOMATIC PROGRESSION

WOMEN ARE MENTIONED IN EQUAL PAY CLAUSE

SENIORITY

D PW
SENIORITY LISTS ARE MAINTAINED BY DEPT. AND ALSO PLANT-WIDE - NOT BY SEX ✓

(over)

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
NO PROVISION

LEAVE OF ABSENCE
NO PROVISION 0

PAID VACATIONS
8 HRS WITH PAY - 1 YR. SERVICE
80 HRS. WITH PAY - 1 YR. SERVICE

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS" M

ALL JOBS ARE MEN'S JOBS - WOMEN DID NOT COME INTO THE SHOP UNTIL MARCH 1943 X X

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB ✓

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

TRUSTEE SAID W. WERE KEPT ON LOWER RATES - HE COULD GET INCREASES BUT THEY DON'T WANT TO COMPLAIN - INCREASES GIVEN ON MERIT AND W. DON'T GET THEM VERY FAST AND WON'T COMPLAIN - HE SAID MANY JOBS ARE ABOUT THE SAME BUT MANY ARE TOO HEAVY FOR W. HIGHEST RATE W. ARE RECEIVING IS 69¢ - AVERAGE IS 66¢ - MINIMUM FOR MEN IS 72½¢. W. FEEL THAT MEN DO NOT FIGHT FOR W. — ALSO THAT MOST OF WORK WAS RATHER HEAVY FOR W. TO DO.

SENIORITY

D PW
SENIORITY LISTS ARE MAINTAINED BY
DEPARTMENT
PLANT WIDE
NOT BY SEX ✓

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION - - THEY ARE NOT GIVEN MERIT INCREASES AS FAST AS MEN

PLANT OPERATES 2 SHIFTS W. ARE ON 1ST SHIFT PLACEMENT DOES NOT DEPEND ON SENIORITY

REST PERIODS
NONE

LUNCH PERIOD
MEN - NO SET TIME
WOMEN - 30 MIN.

PREGNANCY POLICY
LEAVE OF ABSENCE TIME LIMIT - NOT DEFINITE
SENIORITY RIGHTS ARE RETAINED
WITHOUT PAY

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE PAID BY TIME AND PREMIUM PAY T
JOBS AND RATES ARE NOT LISTED BY SEX. X

WLB CASE

REGIONAL NUMBER - III-6419-D

STATUS OF CASE - PENDING BEFORE THE NATIONAL BOARD

TYPE OF CASE - DISPUTE

ISSUES
ON DEC. 31, 1943
COMPANY:
ELIMINATION OF CHECK-OFF OF DUES
ELIMINATION OF MAINTENANCE OF MEMBERSHIP
UNION:
CLOSED SHOP
CHECK-OFF
ELIMINATION OF CHECK-OFF
EQUAL PAY IN STARTING RATE AND AUTOMATIC PROGRESSION FOR W.
WHEN NEGOTIATIONS FAILED CO DISPUTED UNION MAJORITY IN PLANT.

4/44

I.A.M.-AFL

Mr. Ray Hancock - Bus. Rep.
Mr. Leonard Edwards - Trustee, & Chmn. Grievance
Mrs. Edith LeMaire - Member
Mrs. Ditterline - Member
Mrs. Simpson - Former Member

#56 IAM-AFL Indiana.

Union Program for Increasing Women's Participation in Union Activities:

None reported.

Attitude of Local Union Officials Interviewed Toward: #56 IAM-AFL Indiana.

Continued Employment of Women:
Mr. Edwards did not seem particularly interested in question.
Mr. Hancock said that the women had same protection as men.

Equal Pay:
Mr. Hancock said that he had fought for equal pay (starting rate and automatic progression) for two years but at time last agreement was signed they had not been able to get it. He said that this company was particularly nasty to deal with. He said the case before the WLB now involved equal pay for women. Women interviewed did not know that this was being asked for. Mr. Edwards said that he insisted on the same rates on the jobs to prevent the company from using women to break down wage scale. However, he said, they did not get the merit increases as fast as the men.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
WLB case involves equal pay.
Mr. Hancock said that he had been fighting with company for equal pay (starting rate and automatic progression) for two years but the women interviewed knew nothing about this.
Mrs. Ditterline said that her rate of pay is 62½¢ per hour and that of the man on the 2nd shift on the same machine doing the same work is 72½¢.
Other women said that many or most of jobs were heavy and women could not perform them.
Mr. Edwards said that the top rate women are receiving is 69¢ and average is 66¢.

Training and Upgrading Opportunities:
Mr. Edwards said that he had no criticism of the company in this matter. Mrs. LeMaire said that the men took the best jobs for themselves. She said the men said they would not work on the machine she is on. It is old and hard to operate.
Mrs. Ditterline said her work had been praised but that when a new machine had been brought in it was given to a man who had less seniority than she did. She has asked for an increase in her rate but had always been refused on grounds that she was out too much. (She has been out sick twice and stays out a half day now and then to go to bank and do business. She works 9 hours a day and for six days a week. The shop operates 7 days a week but she refuses to work on Sundays as she is not able to do it and keep house.)

Seniority Rights:
Mr. Edwards said that seniority rights were the same for men and women.

Special Activities in Regard to Community Services:
None.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

See above for Continued Employment and Equal Pay

Other:
Mr. Edwards seems to have the attitude that women have to take more interest and at least take up their complaints. He says he has talked to some of them about things he knows

he could get settled but some of them just won't complain.
Mrs. Simpson said that she and another woman were asked to operate three machines instead of one for the same pay and that they took up complaint with union but the union had not prevented this. They quit but then went back and operated the 3 machines. She dropped out of the union.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

All w men interviewed and also Mr. Simpson said that the union had done nothing for them. They said that most of the people in the shop had dropped out. Noen of the women interviewed were paying dues now (Check-off is in dispute and before the WLB). Mrs. LeMaire and Mrs. Ditterline said that the union called a strike and they were not told what it was about. They do not think the men in the union care whethere the women's complainst are taken care of or not as they are satisfied with their own rates. They sais they did not go to meetings. Mrs. Ditterline had been more than others. Said she had been when she was only woman there.

CONSTITUTION IBEW

RCA INDIANAPOLIS, INDIANA

UNION

IBEW 13
AFL
B. 1048
INDIANAPOLIS, IND.
26

LOCAL WAS ORGANIZED IN 1937

WOMEN HAVE BEEN MEMBERS SINCE 1937

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
RCA (VICTOR DIV.)	1575	2925	1330	2470
	T	T-H	65%	45%
	4500	3800	650	

	M	W
INITIATION	$4	$3
DUES	$1	$1
FINES	-	-

COMMITTEES ON WHICH WOMEN SERVE
THERE ARE NO STANDING UNION COMMITTEES. THE EX. BD. HANDLES MOST OF THE WORK. IF NECESSARY PRES. APPOINTS COMM. WITH 50% WOMEN.

OTHER COMMITTEES
SEE ABOVE

OFFICES HELD BY WOMEN
REC. SEC.
REC. SEC. OF EX. BD.
3 WOMEN ON EX-BD - 4 MEN

ATTENDANCE
WOMEN ATTEND AS WELL AS MEN. WOMEN ARE IN MAJORITY IN MANY MEETINGS.
POOR ATTENDANCE OF BOTH UNLESS THERE IS AN ISSUE.
THE EX. BD. IS ALWAYS WELL ATTENDED BY THE 3 WOMEN.

PLANT

3 PRODUCT
RADIO TUBES
RADIO SOUND EQUIPMENT (SIGNAL CORPS")

UNION HAD FIRST CONTRACT WITH PLANT IN 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS SINCE 1937

PAYMENT OF DUES
STEWARD
AT OFFICE

WOMEN WERE ON PRODUCTION IN NORMAL TIMES ✓

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING COMM. IS APPOINTED BY PRES. PRIOR TO NEGOTIATING A NEW CONTRACT. AFTER CONTRACT IS SIGNED COMM. IS DISMISSED. HALF OF COMM. IS WOMEN.

LABOR MANAGEMENT	4 M. 3 W.
SHOP STEWARD	39 M. 73 W.
GRIEVANCE COMM.	4 M. 1 W.

NO OTHER UNION COMMITTEES IN PLANT

3500

CONTRACT

CONTRACT NOT AVAILABLE

NR

NR

NR

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH W. ARE EMPLOYED T

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB. X

only few

A FORMAL JOB EVALUATION IS NOT USED IN SETTING RATES FOR JOBS IN PLANT.

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY BARGAINING C

Beg-rate X
•work-not same

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN. X

PW

SENIORITY

SENIORITY LISTS ARE PLANT WIDE AND BY OCCUPATION - BY SEX. X X

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION. BUT SENIORITY PREVAILS IN LAY-OFF AND REHIRING, STRICTLY BY SEX

PLANT OPERATES 2 SHIFTS WOMEN ON BOTH SHIFTS.

PLACEMENT DEPENDS ON SENIORITY.

REST PERIODS
FORMAL REST PERIODS FOR MEN AND WOMEN PAID FOR

LUNCH PERIOD
MEN AND WOMEN 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
DISCHARGE - SENIORITY RIGHTS ARE LOST

W. WHO ADMIT PREGNANCY ARE REHIRED (SENIORITY LOST); THOSE WHO LIE ABOUT IT WILL NOT BE REHIRED

discharge

JOB AND RATE SHEET
WOMEN ARE ON TIME WORK NO INCENTIVE. T

OCCUPATIONS AND RATES ARE LISTED BY SEX. ✓

WLB CASE

CASE NUMBER - NR

STATUS OF CASE SETTLED BY REGIONAL BOARD JUNE 1943

TYPE OF CASE NR

ISSUES
APPROVAL OF CONTRACT
54 HR. INCREASE FOR WOMEN ONLY
INCREASE FOR NIGHT SHIFT
MAINTENANCE OF MEMBERSHIP

RULING
APPROVAL

5/13/44

Mr. Louis E. Clark - President
Mr. Fred Gauler - Fin. Sec.
Miss Martha Taylor - Grievance Comm.
Miss Dorothy Ebersole - Ex. Bd.
Miss Naomi Wagner - Ex. Bd.

Union Program for Increasing Women's Participation in Union Activities:

L. E. Clark stated no special program for women.
Fred Gauler said no special program for either men or women.
Martha Taylor stated there is no other activity expept routine local business.
D. Ebersole said they work too many hours a week for any extra activity (lot of overtime.)
N. Wagner stated no definite program for women.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Gauler definitely stated women would continue. The tube dept. has always been all women.
Mr. Clark- Favorable to women working, but they must step out of men's work after the war.

Equal Pay:
Mr. Gauler is for equal pay when women do men's work.
Mr. Clark said when women acquire the skill and are able to perform work formerly done by men they should absolutely have equal pay.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
To me the union is not doing anything to increase women's interest (agent)

Training and Upgrading Opportunities:
The union is not allowing any training or upgrading if men are available.

Seniority Rights:
The union does not have any program for increasing women's participation in seniority rights. Seniority is by sex.

Special Activities in Regard to Community Services:
Any special drives such as Red Cross, Community Fund, "Clothe the Child at Xmas Time."
The stewards handle the collecting of funds.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Martha Taylor said the men have been swell to the women. In 1943 they did not ask for an increase for themselves, only for the women which was granted by the WLB of 5¢ an hour for women.
Naomi Wagner feels they have a good contract and was well satisfied.
Dorothy Ebersole said when things come up in the local union pertaining to women the men always try and help them.

Opinions as to whether majority of women are kept at lower paid jobs longer than men:

Very few women upgrade to men's jobs. Officers said no women are upgraded if men are available. Only one woman upgraded to the highest paid men's job namely $1.44 hr. She served 4 years apprenticeship
Martha Taylor, Naomi Wagner, Dorothy Ebersole, stated very few women upgrade to men's jobs. They all said that the women who do train for men's jobs go back to the women's jobs and receive the female rate when the war is over. The women are told they must go back to women's work before they begin training. Clark and Gauler both stated that women upgrade if men are not available.

L. E. Clark
Women do the light, small repetitive work and women will always be employed because of the nature of the work. He said the Co. could not pay the same rate to women as to men. Co. would go out of business. The women are given to understand that when they train for men's jobs and qualify, that after the war is over they must go back to the women's jobs with the female rate. He was most emphatic if women upgrade to men s jobs they very definitely receive men's rates. As he put it, "the union will not allow a descaling of men's rates." In normal times the Co. does not hire married women. If they marry while employed there the Co. does not dismiss them, but if they become pregnant "out they go."

F. Gauler
The union is opposed to any incentive plan. The whole plant is on an hourly rate. Women h have a chance to upgrade if no men are available and the women are given to understand that when the war is over they go back to their respective women's rate jobs. Both Clark and Gauler stated there were no copies of contract available. Office has nne signed copy, one copy each for officers and copy to their headquarters.

Martha Taylor
She was a steward for five years. She heads a division with 10 stewards in the Division. She stated that inexperienced women begin at 65¢ hour, men receive 75¢ (but not on same kind of work.) Janitors begin at 78¢ hour. Generally speaking very few women upgrade to men's jobs. Men couldn't do the type of work women do. No comparison of women's work and men's work, she said. Further stated because of transferring women from one dept. to another during the war, seniority is plant wide; after the war it will revert to department.

Dorothy Ebersole
Few women actually do men's work. They pick out girls who are strong and capable for training. All light jobs are done by women. She works on samll pieces in the machine shop. Men work on larger and heavier pieces. She said she could not do the work the men are doing in her dept. A girl friend of hers worked there seven years; she has been training and upgrading for two years to become a machine operator.

Naomi Wagner
She is Rec. Secy. and of Ex. Bd. and Steward. Stated that only since the war have women been upgraded. The women are made to understand by the union that when men are available women must give up men's jobs to them. In order to qualify for Steward one must be a member in good standing for two years. The Labor Managmenat Comm. functions very well. A housing program has been organized to aid the workers find places to live. They take up absenteeism, etc.

UNION BENEFITS IN CLASS"B" LOCALS
From articl XV of the Constition of the IBEW:
"Class B charters may be issued to local unions compesed of male and/or female members...
sect. 12 - Each male member admitted to a Class 'B' L.U. prior to 7/15/35 shall... be entitled to the benefits accruing through continuation of his membership...
sect. 13 - Each female member of a Class"B" union ... prior to 7/15/35 shall in case of death be entitled to a funeral benefit of $200.... Female members admetted to Class B membership after 7/15/35 shall not be entitled to this benefit.
sect. 14 - Female members of Class"B" chartered L.U.s shall pay one-half of any assessment levied by the Int. Pres. -except that no assessment shall be paid for... benefits - ..."

+ (+) ✓ D

JAMBOR TOOL AND STAMPING CO. - MILWAUKEE, WISC. 40 64

See #65 #66

UNION

IAM 10.
AFL
LOCAL 66
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED OVER 40 YEARS AGO

WOMEN HAVE BEEN MEMBERS SINCE 1942

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
JAMBOR TOOL AND STAMPING CO	85	40	85	40
	32			32

THERE ARE 72 SMALL PLANTS UNDER JURISDICTION OF THIS LOCAL T125

See #65

INITIATION $5

DUES
PRODUCTION MEN $1.50
" WOMEN 1.20
JOURNEYMEN-MEN $2

FINES - 50¢ FOR NOT ATTENDING PLANT MEETING

COMMITTEES ON WHICH WOMEN SERVE
ENTERTAINMENT - 3 WOMEN (JUST FOR THIS PLANT)

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
NONE
3 WOMEN DELEGATES TO FEDERATED TRADES COUNCIL

ATTENDANCE
FAIRLY GOOD AT PLANT UNION MEETINGS
POOR AT LOCAL UNION MEETINGS

PLANT-UNION

4 PRODUCT
OIL PUMPS
KING PINS
SHAFTS
ROCKER ARMS SHAFTS

UNION HAS HAD CONTRACT WITH PLANT SINCE 1942

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1942

PAYMENT OF DUES
AT PLANT MEETINGS
AT OFFICE

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES ✓

	M	W
BARGAINING COMM. / GRIEVANCE COMM / SHOP STEWARDS	2	1 ✓
LABOR MANAGEMENT	5	2

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
AUTOMATIC	15	1	1*	
MACHINE OP.	8	10		1

GRIEVANCE COMM.
PLANT-WIDE

* SERVES OTHER DEPT. TOO

CONTRACT

NEW CONTRACT WILL BE SIGNED SOON
NC

NC

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" B
THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED X
INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

SOME SORT OF JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR JOBS IN PLANT (NOT THE POINT SYSTEM) J
COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT AND BY BARGAINING (IT REALLY IS NOT AN ISSUE BECAUSE WOMEN RECEIVE WOMEN'S RATES ON MEN'S JOBS)
Reg rate* - X
*Job not same

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN X

SENIORITY
PW
LISTS ARE PLANT WIDE NOT BY SEX ✓
WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION. (PROMOTE TO MEN'S JOBS BUT STILL HAVE WOMEN'S RATE)
PLANT OPERATES 2 SHIFTS WOMEN ARE ON BOTH
PLACEMENT DEPENDS ON SENIORITY

REST PERIODS
MEN AND WOMEN 2-5 MINUTE PERIODS PAID FOR

LUNCH PERIODS
MEN - 30 MIN.
WOMEN - 45 MIN.*
NOT PAID FOR
*HEAD STEWARD SAID WOMEN BECOME MORE FATIGUED
W. STEWARD SAID SHE THOUGHT IT WAS A STATE LAW

LI PREGNANCY POLICY
LEAVE OF ABSENCE
NO STATED TIME
SENIORITY RIGHTS ARE RETAINED AND ~~ACCUMULATED~~
WITHOUT PAY

JOB AND RATE SHEET I
WOMEN ARE ON TIME WORK
SOME OCCUPATIONS AND RATES ARE LISTED BY SEX ✓
IN THESE OCCUPATIONS RATES ARE LISTED LOWER FOR WOMEN
(few only) — XX
NC

WLB CASE

9

6/28/44

Leslie A. Gray - Fin. Secy. — Angeline Macak - Steward & Bargaining Comm.
Mr. Clarence Krebs - Head Steward — Mr. Edward Roob - President

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Mr. Krebs - No special program for women.
Angeline Macak - Occasionally a party for employees of the plant given by the union, dancing and refreshments free.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Krebs--Women have worked in this shop before the war and will continue. However, returning service men will be given preference. Seniority will prevail, he said.

Equal Pay:
Mr. Krebs--Women have not received equal pay in this shop. He was not any too keen about equal pay for women.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Women do not have equal pay. Union claims they are working toward it.

Training and Upgrading Opportunities:
Small shop. No union training program.

Seniority Rights:
Union program is same seniority for men and women.

Special Activities in Regard to Community Services:
Community Fund, Bond Drive, Blood Donors.

OPINION OF INTERVIEWED WOMAN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Angeline Macak said there is not much of a program for women, if any. It is a very small shop and the men just take it for granted that women should work for less hourly rates even tho on men's work. Union could do more for the women.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Angeline Macak--Women do not upgrade to men's rates. They are always at the lower level. There is prejudice against women taking men's jobs, not openly but "actions speak louder than words."
Clarence Krebs--Women promote to the highest women's rate and stay there. Some jobs are not suited for women, and women don't have the long machine shop experience.

Leslie Gray:
There are over seventy shops under jurisdiction of Local 66. He claims that many of the employers are sorry they had to hire women and that they stay home for ever so many reasons; employers cannot depend on them. He claims they prefer the men.

A lot of women will not want to quit their jobs after the war. In many cases women are earning more money than t ey ever did before and his opinion was that it won't be so easy to get rid of the women. He said women want the higher paid jobs but won't pay the higher union dues that automatically go with those jobs. Women generally let the men bargain for them, even tho they are not satisfied with the results. Women are afraid ~~of~~ for their security in their jobs after the war, he said.

There are instances where the death benefit is unbeknown to wives of the men, the payment of which is a godsend to them. Men let themselves become suspended and send their wives to pay up. When they find out that his sick and death benefit have been jeopardized they take care of his dues so as not to have him become suspended again.

Angeline Macak:
She was very cooperative and talked freely. She had worked at the shop 14 years beginning at 32½¢ an hour. It was a small place; they have increased since the war. They have received increases after they organized. She can operate any machine and has worked as a time-keeper. She trained at Red Cross in First Aid and now serves as first aid along with her work.

A few women work on men's short run jobs. (She is one of them.) These jobs are only for 1, 2, 3, days. No woman works steadily on any man's job. They receive the women s rate on those jobs, whereas if they are short handed on women s jobs and men are put on them they receive their rate ~~[illegible]~~, not the lower women's rate. At present she is working on cast iron at 65¢ an hour, her highest rate--whereas inexperienced men begin at 70¢.

Rates are low in this shop, but with 14 years seniority she doesn,t want to quit and become a new employee elsewhere. She feels it is a poorly managed shop; instead of hiring thru the USES the boss goes to the "Rescue Mission" and picks up men who only stay a few days.

Clarence Krebs:
He was very cooperative and gave agent most of the data for the schedule. The women do not receive equal pay he stated, but the union is working toward it. He was very interested in the two bulletins "Suggested Standards for Union Contract Provisions Affecting Women" and "Equal Pay, A Progress Report." He asked for additional copies of them to give to the union key men in the shop.

Anne Henschen (
She is on the Shop Committee (Contract and Grievance). Also a steward employed at Perlick R. Brass Co. who employes 50 men and 9 women. The women have been employed for about 1½ years and belong to IAM, Local 66. All employees have 10 minute reste period, morning and afternoon. The men have 30 minute lunch period, women have 1 hour because they go home and look after the family. Maternity leave--women quit and so far none has returned to work. Her rate is 62¢ an hour on women's work but when she operates a Turret Lathe she receives a man's rate of $1 an hour. Women begin at 45¢ an hour; men at 72¢, but they do not begin on same job. There is practically no upgrading for women. No women are hired if men are available and she feels that after the war no women will be employed.
She is a delegate from Local 66 to Milwaukee Federated Council.

CONTRACT

AUTOMATIC PRODUCTS CO. MILWAUKEE, WISCONSIN

UNION

UAWA 12
AFL
LOCAL 736
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED IN 1941

WOMEN HAVE BEEN MEMBERS SINCE 1941

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
AUTOMATIC PRODUCTS	420	180	360-440	120

INITIATION $2
DUES $1
FINES - 25¢ IF 2 CONSECUTIVE MEETINGS ARE MISSED (1 WOMAN SAID THIS IS NOT ENFORCED)

COMMITTEES ON WHICH WOMEN SERVE

WELFARE	1 MAN	4 WOMEN
RECREATION	3 MEN	2 WOMEN

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
RECORDING SECRETARY
SERGEANT AT ARMS

ATTENDANCE
REC. SEC'Y (WOMAN) - DO NOT ATTEND WELL - "NOT INTERESTED"
SERGEANT AT ARMS (WOMAN) - WOMEN ARE QUITE ACTIVE: THEY "TALK AT MEETINGS" BUT THE ATTENDANCE IS NOT SO GOOD.
WOMAN STEWARD ALSO SAID WOMEN DO NOT ATTEND WELL.

PLANT UNION

6 PRODUCT
OIL CONTROLS FOR HEATING REFRIGERATION CONTROLS VALVES FOR AIRCRAFT

UNION HAS HAD CONTRACT WITH PLANT SINCE 1942.

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1941

PAYMENT OF DUES: STEWARD

WOMEN WERE ON PRODUCTION IN NORMAL TIMES.

	M	W
BARGAINING COMM.	5	0

(1 WOMAN WAS ON THE COMM. BUT SHE QUIT BECAUSE WOMEN SAID SHE DID NOT TRY TO GET THINGS DONE FOR THEM)

NO LABOR MANAGEMENT COMMITTEE

	M	W
SHOP STEWARD	7	5

NO GRIEVANCE COMM.

NO OTHER UNION COMM.

X

DEPT.	NO. EMPLOYED M	NO. EMPLOYED W	SHOP STEWARD M	SHOP STEWARD W
LIGHT ASSEMBLY	NR	NR	1	0
INSPECTION	5	20	0	1
MACHINE SHOP	NR	50	NR	NR

CONTRACT

CONTRACT EXPIRED AUGUST 14, 1943

KIND OF CONTRACT
SOLE BARGAINING AGENT

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN - 60¢ WOMEN - 48¢
(CAN'T HIRE FOR THESE RATES SO IN PRACTICE IS MEN 70-75¢ WOMEN 60¢)

CONTRACT DOES NOT PROVIDE AUTOMATIC PROGRESSION POLICY FOR MEN BUT DOES FOR WOMEN

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN IN STARTING RATES

WOMEN ARE MENTIONED IN CONTRACT - STARTING RATES AND AUTOMATIC PROGRESSION POLICY

SENIORITY

SENIORITY LISTS ARE PLANT-WIDE NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIOD
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
NO MAXIMUM STATED

PAID VACATIONS
1 WEEK WITH PAY FOR 1 YEAR'S EMPLOYMENT PRIOR TO 5-15-42
2 WEEKS WITH PAY FOR 5 YEARS EMPLOYMENT PRIOR TO 5-15-42

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB

"Most W. are W/o jobs

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN

PRESIDENT SAID THAT NOW WOMEN ARE PAID LESS THAN MEN BUT IF WLB APPROVES NEW JOB CLASSIFICATIONS THEY WILL GET SAME RATES AS MEN X"

"Women do not demand upgrading to men's jobs"

SENIORITY

LISTS ARE MAINTAINED PLANT-WIDE NOT BY SEX

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION (WOMEN ON MEN'S JOBS ARE NOT PROMOTED AS MEN ARE) AND IN STARTING RATE

PLANT OPERATES 2 SHIFTS
WOMEN ARE ON BOTH
PLACEMENT DOES NOT DEPEND ON SENIORITY

REST PERIOD
PLANT PROVIDES PAID REST PERIODS FOR MEN AND WOMEN.

LUNCH PERIOD
MEN AND WOMEN 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE 30 DAYS - CAN BE EXTENDED
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

L 7 a
M K

JOB AND RATE SHEET
WOMEN ARE ON TIME WORK (BASE RATE PLUS INCENTIVE ASSEMBLY AND MACHINE SHOP JOBS)

OCCUPATIONS AND RATES ARE NOT LISTED BY SEX X

WLB CASE

REGIONAL NUMBER
III-1852-Ho

STATUS
PENDING BEFORE REGIONAL BOARD

TYPE
DISPUTE

ISSUES
APPROVAL OF 1943 CONTRACT INCLUDES UNION REQUEST FOR JOB CLASSIFICATIONS. ELIMINATION OF M+F JOBS - DID NOT ASK FOR EQUAL PAY AS THEY FELT JOB CLASSIFICATIONS WOULD TAKE CARE OF THIS

16

98

7/6/44

Mr. Allen Guthmueller - President
Miss Sally Orkowski - Rec. Secy.
Miss Ione Wangren - Steward
Miss Gertrude Hoffman - Sergeant at Arms

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Mr. Guthmueller stated that he had tried to get more of the women to run for office but they refused.
Sally Orkowski said that the Union "had done nothing" to encourage women's participation.
Miss Wangren said "It is very hard to interest the girls in the Union. They say, "Well, I won't work after the war."

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Guthmueller said that in a lay-off plant wide seniority would hold. On old "women's jobs" women will remain. On "men's jobs" depends on the number of service men returning to old jobs.
Sally Orkowski did not understand seniority provisions but she said that in a lay-off she did not think women would be transferred to men's jobs by seniority as the company would claim that there was some reason in each individual case why that women could not perform the work.
See Next Page for contract provision.

Equal Pay:
Guthmueller stated that when they negotiated 1943 contract and set up job classifications he took such a strong stand for equal pay that the local "went along" with him on it. He said that in the job classifications (pending before WLB with 1943 contract) the "women's jobs were eliminated and the jobs were set up with 10 grades. (Agent thinks women may be held in lower grades since union committee does not push their cases.)
Sally Orkowski does not think union committee is alert--does not fight in interest of women. When women take up grievances nothing happens. However, the union members do not give support to the committee. She said that some girls would want to go on men's jobs but instead of filling jobs by seniority the company hired new girls and the committee did nothing about this. However, for the most part, women preferred to remain on women's jobs. This may be due to the fact that they do not understand that they would retain their seniority if they transfer.
Miss Wangren - Union officers argue for equal pay for women.
Mr. Guthmueller spoke for it so many times at union meetings.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Sally Orkowski did not know that Union had done anything much. Guthmueller reported the reclassification of jobs, eliminating the female classifications (this pending before WLB.) (Women's jobs pay less but women do not demand right to bid on men's jobs--Wangren.)

Training and Upgrading Opportunities:
No special training for upgrading women. Union Committee does not demand that women be allowed to bid on men's jobs by seniority. She says the foreman selects some of the girls from women's jobs--just as he chooses--not by seniority. She, herself, did not know whether she would lose her seniority if she transferred to a man's job.
Wangren--"The men get merit raises faster than the women."

Seniority Rights:
Guthmueller--Seniority in agreement is same for men and women.
Orkowski--said that women have plant wide seniority but that in a lay-off she doesn't think any woman would be kept at work and put on men's jobs as the company would find some reason why they couldn't do the job. She didn't seem to think the Union was strong enuf to see that this was done.

Special Activities in regard to Community Services:
None

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Orkowsi did not think the Union had done much at all for the women. They did get a 5¢ increase in 1942; also got rest periods and additional facilities for women.

Wangren and Hoffman said the union has enabled women to have their complaints taken up. Also, thru the Union, "we got improvement in our wash rooms."

(Seniority and continued employment

"All employees who are hired to replace employees who enter into service of the government or who are transferred or promoted to fill the jobs left vacant, shall have temporary status only insofar as such position is concerned until such time as the absent employee has lost his rights to reinstatement under this contract and under law." Contract art. 11, p. 11)

CONTRACT + ⊕ ✓ GLOBE UNION, INC. MILWAUKEE, WISCONSIN 40 69

UNION

UAWA 12
LOCAL 322
AFL
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED IN 1937

WOMEN HAVE BEEN MEMBERS SINCE 1937

TYPE OF WORKER:
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
GLOBE UNION	650	1850	500	1587
	74%		76%	
T	2500		2087	

INITIATION $2
DUES $1
FINES - 50¢ FOR NOT ATTENDING REGULAR MEETINGS.
$1 FOR NOT ATTENDING SPECIAL MEETINGS

COMMITTEES ON WHICH WOMEN SERVE
ENTERTAINMENT

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
RECORDING SECRETARY
FINANCIAL SECRETARY
CHIEF STEWARD

ATTENDANCE
WOMEN ATTEND WELL - MAJORITY AT MEETINGS ARE WOMEN.

PLANT-UNION

3 PRODUCT
BATTERIES
SWITCHES
(PEACE TIME ALSO MAKE ROLLER SKATES, GOLF CLUBS ETC)

UNION HAS HAD CONTRACT WITH PLANT SINCE 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1937.

PAYMENT OF DUES:
UNION OFFICE

WOMEN WERE ON PRODUCTION IN NORMAL TIMES ✓

	M	W
BARGAINING		
MAY 1944	2	2
JUNE 1944	3	1
(1 NEW MEMBER ELECTED EACH MONTH SERVE ONLY 4 MONTHS)		
LABOR MANAGEMENT	4	2
SHOP STEWARD	20	20

NO SEPARATE COMMITTEE FOR GRIEVANCES

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
PLATING	14	12	NR	NR
BATTERY	160	3	4	0
SEPARATOR INSPECTION	2	6	0	1

CONTRACT

CONTRACT EXPIRES DEC. 1. 1944

KIND OF CONTRACT - EXCLUSIVE BARGAINING AGENT

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

CONTRACT DOES NOT PROVIDE AN AUTOMATIC PROGRESSION POLICY

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN - SEE NEXT PAGE FOR DETAILS.

WOMEN ARE MENTIONED IN CONTRACT - SEE ABOVE

Pw oc

SENIORITY
LISTS ARE PLANT WIDE AND BY OCCUPATION - BY SEX ✗
MEN'S JOBS TAKEN BY W. ARE TO REVERT TO MEN AFTER WAR EXCEPT AS TECHNOLOGICAL CHANGES MAY HAVE MADE THEM WOMEN'S JOBS

SENIORITY
WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH NOT STATED

PAID VACATION
ELIGIBLE IF WORKED 39 WEEKS PRECEDING APR. 1

	20 DAYS - OVER 1 - LESS 2 YRS
3 DAYS	2
5 DAYS	4
7 DAYS	6
10 DAYS	8

ALSO PROVIDES FOR SHORTER PERIOD FOR THOSE EMPLOYED FROM 6 - 9 MONTHS

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED W

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB ✗

A FORMAL JOB EVALUATION IS NOT USED IN SETTING RATES FOR JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

FIN. SECY. - IN SCREW DEPT. WHERE MAJORITY AS W. MEN ARE IN GRADES 5+ UP BUT W. WERE IN 3. CHIEF STEWARD CO. TRIED TO SET LOWER RATE FOR W. ON MEN'S JOBS AND UNION ASKED FOR EQUAL PAY.
MAJORITY OF JOBS ARE WOMEN'S JOBS WHICH ARE RATED LOWER ✗a

•W. prefer "M's dept." even with lower pay -

D Pw

SENIORITY
LISTS ARE MAINTAINED BY DEPARTMENT AND PLANT WIDE - BY SEX ✗

X

SENIORITY
WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY OFF
REHIRING

PLANT OPERATES 3 SHIFTS WOMEN ARE ON ALL SHIFTS

PLACEMENT DOES NOT DEPEND ON SENIORITY

REST PERIODS
NO FORMAL REST PERIODS

15 MINUTES ALLOWED TIME FIGURED IN SETTING PIECE WORK RATES

LUNCH PERIOD
MEN AND WOMEN
30 MINUTES
NOT PAID

PREGNANCY POLICY
LEAVE OF ABSENCE ON REQUEST
USUALLY ASK FOR 3-4 MONTHS THEN REQUEST EXTENSION —
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

Time not definite

JOB & RATE SHEET T
MAJORITY OF WOMEN ARE ON TIME WORK - GROUP THE ENTIRE
SOME OCCUPATIONS AND RATES ARE LISTED BY SEX ✓
ON THOSE OCCUPATIONS RATES ARE LOWER FOR WOMEN XX

WLB CASE

NO WLB CASE EXCEPT CONTRACT APPROVAL
NO ISSUE AFFECTING WOMEN SEPARATELY.

7/22/44

Miss Elizabeth Zimmerman - Rec. Secy. — Miss Viola Cummings - Chief Steward
Mrs. Pearl Thom - Fin. Secy. — Mr. Omer Weidman - President

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Zimmerman - the interest of the women had been increased by letting them know about disputes that came up and what the Union did about them. Also she said the stewards did good work in handling grievances.
Thom said that handling grievances well kept up the interest of the women.
Weidman stated that women were encouraged to take part in union activities. Expect to send one woman to National UAWA Convention.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Zimmerman and Thom did not report that there had been very much evidence of prejudice on the part of the men. Thom said some of the men on the Battery Assembly "did not like it" when a woman was put on.
They said lay-offs must be by seniority.
Weidman said that not so many women had gone on men's jobs, that majority of jobs were women s jobs before the war. Have separate seniority for women.
Thom did not think that officers opposed women continuing on men's jobs.

Equal Pay:
Weidman and Cummings think women should have equal pay. They have fought cases of equal pay in a number of departments in plant and now have sent request for equal starting rate for women to UAWA Regional Office and it will be sent to WLB.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Zimmerman stated that in a number of instances the company had put women on men's jobs at lower pay and that the Union demanded and succeeded in getting equal pay
Thom said that in one department women had been classified too low and that the Union had secured back pay for them.
Weidman and Cummings stated that company had tried in numbers of cases to put women on men's jobs at lower pay. The union has demanded equal pay. In some cases secured back pay for women.

Training and Upgrading Opportunities:
Thom said women are not put on men's jobs by seniority but new girls are hired from outside. However, the women have not requested this and many prefer to remain on women's jobs.
Skibba said no upgrading done.

Seniority Rights:
Union agreement provided separate seniority for women and that women who have gone on men's jobs go back to women's jobs after war. Because there are so many jobs for women they do not consider this discrimination.
Skibba said that she had not heard of any plan to change the seniority provisions.

Special Activities in Regard to Community Services:
Union has been active on transportation problem but has been able to handle thru the company. No other activities reported.

#69

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD SPECIAL PROBLEMS OF WOMEN:

Continued Employment of Women:
Thom did not think the men officers were opposed to women continuing in men's jobs. On women's jobs there is no question as they were there before the war.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Thom said the union has improved working conditions; the foremen are more decent since organization; there have been wage increases thru the union; and there is a way to handle grievances.
Cummings said women think union has secured wage increases and handled grievances.
Skibba believes in the union. Said that the union had secured raised in wages and gave them "someone to back them up." Did not seem concerned about seniority question.

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY:

Provision for separate seniority lists for men and women.
In wage and rates section states that lowest class for men is 6 except when put on women's work at Class 5.
Provision that if any jobs which are now normally men's jobs are taken over by women during the present emergency, that such jobs will revert to men after the emergency is over, provided that technological changes in such jobs which may have occurred, do not alter them so that they would then be considered a woman's jobx under ordinary circumstances.

Contract provideds also for"non-interchangeable occupational " classifications,(p. 3) but employees "shall have the right upon request to prove adaptability to interchange with an otherwise noninterchangeable occupational classification ... tobe proven within two working days. Contract p. 4.

HARLEY DAVIDSON - MILWAUKEE WISCONSIN

UNION

IUUAWA 12

AFL

LOCAL 209

MILWAUKEE WISC.

40

UNION WAS ORGANIZED JANUARY 26, 1937

WOMEN HAVE BEEN MEMBERS SINCE JANUARY 1939

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
HARLEY DAVIDSON	1250	250 17%	1250	250 17%
	1500	250 16.7	1500	250

INITIATION $15

DUES $1.10

FINES. $1 FOR NOT ATTENDING SPECIAL MEETING

25¢ FOR NOT ATTENDING 1 OUT OF 4 MEETINGS EACH MONTH 1-YEAR

COMMITTEES ON WHICH WOMEN SERVE: NONE

OTHER COMMITTEES: NONE

OFFICES HELD BY WOMEN: NONE

ATTENDANCE

WOMEN DO NOT ATTEND AS WELL AS MEN ATTENDANCE IS NOT SO GOOD AS WOMEN DON'T HAVE TIME.
A GOOD MANY MARRIED WOMEN DO NOT INTEND TO KEEP WORKING SO THEY ARE NOT SO INTERESTED.

PLANT - UNION

PRODUCT

MOTORCYCLES, SIDE CARS AND ACCESSORIES. ALSO SUBCONTRACTOR FOR TANK PARTS, ETC.

UNION HAS HAD CONTRACT WITH PLANT SINCE 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1937

PAYMENT OF DUES UNION OFFICE

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES

	M	W
BARGAINING	5	0
NO LABOR MANAGEMENT COMM.		
SHOP STEWARD	32	0
DEPUTY STEWARD*	10	1

*ASSISTANT STEWARDS

NO SEPARATE GRIEVANCE COMM.

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
PREPACK	4	15	2	0
GENERAL ASSEMBLY	20	50	2	0
ROLLER ROOM	5	75	1	1

CONTRACT

KIND OF CONTRACT PREFERENTIAL SHOP

CONTRACT EXPIRES APRIL 19, 1945

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN - 60¢
WOMEN - 50¢

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN. SEE NEXT PAGE FOR DETAILS

WOMEN ARE MENTIONED IN CONTRACT - SEE ABOVE

PW (40 CC) SENIORITY

LISTS ARE PLANT WIDE AND BY OCCUPATION - BY SEX

SEE NEXT PAGE FOR FURTHER DISCUSSION

WOMEN ARE DISCRIMINATED AGAINST IN LAY-OFF. MARRIED WOMEN NOT HIRED - IF SINGLE WOMEN MARRY THEIR EMPLOYMENT CEASES - DOES NOT APPLY TO W. IN CO. PRIOR TO 1-1-40 AND NOT WHILE AT WAR. - ALSO SEPARATE SENIORITY LISTS MAY BE DISCRIMINATING) SEE NEXT PAGES

REST PERIODS

CONTRACT PROVIDES REST PERIODS FOR MEN AND WOMEN

LUNCH PERIOD

MEN AND WOMEN 30 MINUTES NOT PAID

LEAVE OF ABSENCE

MAXIMUM LENGTH NOT STATED.

PAID VACATIONS

IF EMPLOYED 12 MO. ON MARCH 19 AND HAVE 1-5 YEARS SENIORITY ENTITLED TO 1 WK. BASED ON 48 HOURS

5 YEARS AND OVER ENTITLED TO 2 WKS. BASED ON 96 HOURS

ADDITIONAL PROVISIONS FOR THOSE EMPLOYED SHORTER PERIODS

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" W

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED X

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY BARGAINING C

SEE NEXT PAGE FOR OPINION ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN X

PW SENIORITY

LISTS ARE PLANT WIDE BY SEX X

PLANT OPERATES 3 SHIFTS WOMEN ARE ON 1 AND 2 PLACEMENT DOES NOT DEPEND ON SENIORITY

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF AND REHIRING
WOMEN ARE NOT PROMOTED THEY LEARN A JOB AND STAY ON IT - IF PUT ON PIECE WORK THEY DON'T GET MERIT INCREASES AS MEN
SAME WOMEN WERE LAID OFF SOME MEN'S JOBS BUT WERE CALLED BACK WHEN MEN WOULDN'T PERFORM THESE JOBS FOR SAME RATE

REST PERIODS

PLANT PROVIDES FORMAL REST PERIODS FOR MEN AND WOMEN PAID FOR

LUNCH PERIODS

MEN AND WOMEN 30 MINUTES NOT PAID FOR

PREGNANCY POLICY

LEAVE OF ABSENCE ON REQUEST TIME LIMIT DECIDED IN EACH CASE SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB AND RATE SHEET

MAJORITY OF WOMEN ARE ON TIME WORK (GROUP INCENTIVE ON SOME JOBS)

SOME OCCUPATIONS AND RATES ARE LISTED BY SEX X

IN SUCH OCCUPATIONS RATES ARE LOWER FOR WOMEN XX

few

W.L.B. CASE

REGIONAL NUMBER 111-6317-NO

STATUS: SETTLED BY REGIONAL BOARD - 7-8-44

TYPE DISPUTE

ISSUES

CO AND UNION IN DISPUTE OVER HOW INCREASE OF 3¢ (RECEIVED AUG. 43) AND MERIT INCREASES AFFECT AUTOMATIC PROGRESSION RATES. INVOLVED W. ESPECIALLY IN CONTINUING DIFFENTIAL IN WAGES

Ruling:

Approves company-union agreement and panel recommendation as follows: "All employees to be evaluated on basis of past term of service and as of 5/25/44 and place at rate which would reflect 2½¢ progressive increases for each three months of service, regardless of employees actual hiring rate or intervening merit increases; and "no rate shall be established under this provision above 75¢ for men or above 65¢ for women. Said rate to be effective 5/25/44. From that date the progressive increases shall apply to employees actual rate." "Progressive schedule affects only common labor classifications."

7/22/44

Roger M. Strachoda - Fin. Secy.
Mrs. Lucy Miller - Member
Mrs. Aileen Laestica - Member
Miss Eleanor Millinger - Deputy Steward
Mr. Leonard Hackert - President

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

None other than regular union procedure--same as for men.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Strachoda said that the union had aimed to protect the old members. Thinks 75% of women will be out of plant after the war.
Mr. Hackert said "We do not want women on men's jobs". Reason given was that women speed up and then company pushes older men who can't now keep up that pace. Women will speed up and then later have to take two or three months leave of absence because they broke down working at such speed. Mr. Hackert said that they insisted on equal pay when women were put on men's jobs unless the women had to have help with lifting, etc.

Equal Pay:
Mr. Strachoda said that they insisted on equal pay when women went on men's jobs.
Men interviewed seemed interested in equal pay only to protect men's rates for time men would go back on them. Do not seem so interested in asking for raise for women except as women ask it themselves.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Mrs. Miller said men and women are not on same jobs. Some women who were put on men's jobs were making 99¢ but were put back on women's jobs at 70¢ and 79¢.
Mr. Strachoda said women have not had merit increases as men have. He showed agent record of merit increases given and only one woman (a company pet) has received a merit increase, whereas in June and July, 35 men received merit increases. He said that now other women were planning to request increase on basis of one given.
Miss Marjenka said that women were on women's jobs which were harder than many of the men's jobs and that jobs in pre-packing department (new jobs not formerly performed by men) were about the same as those in old packing department. The union got equal pay for her when she worked on man's job in old packing department.

Training and Upgrading Opportunities:
Mrs. Miller said women's jobs are all about the same so no opportunity for upgrading. (When put women on men's jobs when couldn't get men. Pay was higher--some making 99¢-- but recent reduction put women back on women's jobs at lower rates, 70-76¢.)

Seniority Rights:
Union agreement gives women separate seniority. Hackert said that they did not want women on men's jobs so changes in seniority provisions of contract not likely to be made.
Mr. Strachota said women have seniority on women's jobs. Union has agreemtn with company that 900 oldest employees constitute the "normal working force." This could be increased only by consent of union. Also placing of women on men's jobs must be discussed with union. Union also has agreemtn that no married women to be hired except for duration.
Mrs. Miller said women seemed satisfied on women's jobs but of course wanted more pay. They just accept fact that they do not go on men's jobs except when can't find men.
Women interviewed seemed not to know that in other plants by union agreement there is one seniority list and women bid on jobs by seniority just as men do.

Special Activities in Regard to Community Services:
None

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Miller said women give union credit for having secured wage increases, handling grievances, etc. Some get disgusted at long delays.
Marjenka -- "Women have no voice" in affairs of union.
Meilinger -- Is "satisfied". Says union just got a raise for women.
Laestico -- Did not express any dissatisfaction. Husband in service and she will quit after the war.

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Women interviewed said that majority of women are on women's jobs which are lower paying. Women only put on men's jobs if can't hire men.
Mr. Hackert said that the only place where women had done identical jobs with men was in the old packing department and they had secured the rate of the jobs for the women while they were working there. In inspection the men had been making 65¢ to 70¢, the majority 65¢, so they gave the women 65¢ as the 70¢ rate for men was for those who had been there longer.
Mr. Strachota said that the women did not get the merit increases as the men did. Only one woman had received a merit increase.

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY:

Provisions for unequal starting rates and top rates of automatic progression.
Provision that reduction will be, first, by layoff of any women who marry while in employ of company (except for duration and excepting those hired before Jan. 1, 1940.)
Provision that company will discuss with union the employment of females hired to replace males during emergency. (Since women are not on bargaining committee this will give women no voice.)
Provision for separate seniority lists of men and women and that in case of layoff those with least seniority shall be first laid off on either list, independent of other. (In recent layoff some women were laid off who had more seniority than some men who were kept on.)

SENIORITY PROVISIONS IN CONTRACT:

Supplementary agreement of May 4, 1944 provides that "the company and union shall keep a separate seniority list of men and women in the plant. It is understood that when a layoff is required, that the employees with least seniority shall be first laid off on either list independent of other list. The normal working force shall be made up of the oldest 900 employees in point of seniority computed by adding the two lists together or in line with their plant wide seniority."
Contract provides that: "All employees hired to replace employees called to service or who were transferred to fill such jobs shall have temporary status until absent employee has lost the right to employment."

Mrs. Miller:
Has worked in prepacking for a year and now makes 67½¢ per hour. Said that in June the women requested a 10¢ raise and due to dealy and also to failure of company to pay back pay on a 5¢ pprevious raise all of the women (except) had a day's walk-out. They succeeded in getting a 5¢ raise and also the back pay.

Miss Laestico:
Says women do not have time to attend union meetings, that many will quit work after the war and are not much interested.

Miss Marjenka:
Was on man s job in Department 41A (Packing, where women nailed box lids and operated clamping machine to band boxes) making 99¢. Was put back in Department 84 General Assembly and now get 79¢ as piece worker. Day rate in this department in 65¢. No hiring done in this department. All women hired in on prepacking.

Miss Meilinger:
Thinks women are satisfied with union contract, women's jobs, etc. That women should be in home and should get out of plants if men need jobs.

Miss Marjenka, continued
Women were on women's jobs which were harder than many of the men's jobs;in prepacking dept. many of the jobs were the same as in old packing dept. though they are new jobs not performed before.

CONTRACT

BRIGGS AND STRATTON CORP. MILWAUKEE, WISC. 40 7

UNION

UAWA 12.
AFL
LOCAL 232
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED IN 1936

WOMEN HAVE BEEN MEMBERS OF UNION SINCE 1936

TYPE OF WORKER:
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
BRIGGS + STRATTON	550	1250	550	1150
T-	1800	61%	1700	68

PRES. SAID AT PRESENT NUMBER MEN AND WOMEN EMPLOYED ABOUT EQUAL AS LOCK DEPT. IS PARTLY DOWN + WAR WORK IS BEGINNING TO FALL OFF. CO. IS BEGINNING TO HAVE DIFFICULTY IN SECURING SUFFICIENT MATERIAL FOR FOUNDRIES.

INITIATION #2
DUES #1
FINES FOR NOT ATTENDING MEETINGS SUSPENDED FOR DURATION.

COMMITTEES ON WHICH WOMEN SERVE
BY-LAWS COMM.
WELFARE COMM (SICK)
ENTERTAINMENT
(WOMEN ARE PUT ON ALL COMMS. WHICH MAY BE SET UP)

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
NONE

ATTENDANCE
WOMEN ATTEND WELL - BETTER THAN MEN

PLANT-UNION

3 PRODUCT
SMALL GASOLINE MOTORS
LOCKS AND SWITCHES FOR AUTOS
MAGNETOS

UNION HAS HAD CONTRACT WITH PLANT SINCE 1939

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1936

PAYMENT OF DUES:
AT UNION OFFICE

WOMEN WERE ON PRODUCTION IN NORMAL TIMES

	M	W
BARGAINING (1 given)	NR	NR
NO LABOR MANAGEMENT COMM		
SHOP STEWARD	16	8-9
NO SEPARATE GRIEVANCE COMM.		
TRANSPORTATION	NR	NR

DEPARTMENT	NO EMPLOYED M	NO EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
PUNCH & DRILL PRESS	5	35	1*	1

(FOR WOMEN - ONLY 1 WOMAN STEWARD IN PLANT)

WOMEN IN ALL DEPTS IN PLANT

*FOR MEN IN THIS AND DIE CASTING DEPT.

CONTRACT

CONTRACT EXPIRES JULY 1.1944

KIND OF CONTRACT EXCLUSIVE BARGAINING AGENT

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN- 65¢
WOMEN- 48¢
DIFFERENT AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN.
W. IN 3 MONTHS 55¢
M. IN 3 MONTHS 70¢

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY LOWER STARTING RATE

CONTRACT MENTIONS WOMEN - SEE ABOVE

SENIORITY
PW
PROVISIONS ARE PLANT-WIDE - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION
LAY OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
NO PROVISION

LEAVE OF ABSENCE
NO PROVISION

PAID VACATIONS
ALL HOURLY PAID EMPLOYEES WHO HAVE SENIORITY ON MAY 1.1943 AND WHO HAVE WORKED MORE THAN 600 HRS. BETWEEN MAY 1, 1942 - APRIL 30 '43 ARE ENTITLED TO A VACATION WITH PAY AT A RATE EQUIVALENT TO THEIR AVERAGE HOURLY EARNINGS DURING THAT PERIOD.

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED XX

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE ON LOWER PAID JOBS LONGER THAN MEN. X
PRES. AND WOMAN MEMBER SAID ALL WOMEN'S JOBS PAY LESS THAN MEN'S - IS DUE TO COMPANY'S REFUSAL TO CLASSIFY JOBS AND GIVE WOMEN THE RATE OF JOB

SENIORITY
PW
LISTS ARE PLANT-WIDE NOT BY SEX ✓

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION -
WOMEN HAVE NEVER BEEN PROMOTED TO SUPERVISORS JOBS IN PLANT. FIN. SEC. SAID THIS IS BECAUSE W. WOULD NOT TAKE ORDERS FROM WOMEN.
PLANT OPERATES 3 SHIFTS WOMEN ARE ON 2 SHIFTS
PLACEMENT DOES NOT DEPEND ON SENIORITY.

REST PERIODS
PLANT PROVIDES FORMAL REST PERIODS FOR MEN AND WOMEN - PAID FOR

LUNCH PERIODS
MEN AND WOMEN 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE TIME IS DECIDED IN EACH CASE. IF DEPT IS NOT BUSY DO NOT URGE WOMEN TO COME BACK AS SOON. SENIORITY RIGHTS ARE RETAINED UP TO HALF OF LENGTH OF TIME WORKER HAS BEEN IN EMPLOY OF CO. WITHOUT PAY
No policy - Time not

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON PIECE WORK P
OCCUPATIONS AND RATES ARE LISTED BY SEX ✓
IN SUCH OCCUPATIONS RATES ARE LOWER FOR WOMEN XX
also minimum
Piece rates are lower for women
(X)

WLB CASE

REGIONAL NUMBER
NR

STATUS OF CASE
PENDING BEFORE NATIONAL BOARD

TYPE OF CASE
DISPUTE

ISSUES
UNION REQUESTED EQUAL PAY FOR WOMEN ON MEN'S JOBS - IN AUG 1943 REGIONAL BOARD ORDERED RECLASSIFICATION OF ALL JOBS IN PLANT. CO. APPEALED - IN JANUARY 1944 NWLB ORDERED RECLASSIFICATION OF JOBS TO BE COMPLETED BY JAN. 29th. CO. APPEALED AGAIN

7/29/44

Mr. Clifford Matchey - Fin. Secy.
Mrs. Edna Gallagher - Member
Miss Alice Erdman - Member
Mr. Clarence Erhman - President
Miss Flora Belknap - Shop Steward

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

None

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Matchey- "Men fear women will drive them from the plants."
Gallagher- Does not think men officers oppose women continuing on men's jobs. Said seniority would hold and on return of soldiers after war those with least seniority would go out (men and women alike.)
Erhman- Thinks many of men's jobs not suitable for women. (Mentioned gas engine dept.) Did not seem to have any objection to women continuing on present jobs according to seniority.

Equal Pay:
Matchey--Thinks women should get the rate of job. Said that they had had a good deal of trouble with company in regard to equal pay for women.
Gallagher--Attitude of men OK. "They have fought for equal pay for women."
Erhman--Favors job classificaton by rate of job and not sex.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Erhman said union is trying to get job classification in which will eliminate job classficiation by sex.

Training and Upgrading Opportunites;
Matchey said that the union is working to get the jobs classified so that upgrading can be done. Now none done. Company hires new people and places on any job at any time and insists that this is their right.
Gallaher said little upgrading is done for men or women. Women just stay on same jobs.

Seniority Rights:
Belknap said women have same seniority rights as men.
Erhman said union secured some seniority rights for women as for men.

Special Activities in Regard to Community Servies:
None other than participation in Transportation Committee. Work in plantin cooperation with company.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Gallagher said that she believes in union. Seemed to have no criticism of job union is doing. Says the union has to fight the company as no coperation is given. Union has secured some improvement in facilities for women.
Belknap said union has done much for women. Secured fairer treatment; better facilities (had no place to eat lunch before--now have lunch room); secured wage raises and handles grievances.

Equal Pay: Matchey said that he thought there should be one seniority lists and no separate jobs for women and that women should get equal pay when on same work as men.
Other : Matchey and Erhman both said that if women were elcted to Ex. Bd. Would result in much jealousy on part of other women. Matchey said had more trouble with women stewards than men due to jealousy and said dues dropped off when they were elected.

Rockola Mfg. Corp.
Chicago, Ill.

Union

IAM AFL
Local 1628
Chicago, Ill
10

Local was organized December 31, 1942

Women have been members since December, 1942

Type of worker: productive maintenance

Plants organized by Local

	T	Plant M	Plant W	Union M	Union W
Rockola Mfg Co.	749	262	487 / 65	188	136 / 42
				T 324	

Initiation
Skilled Trades $8
Production workers $5
Dues (per mo) $ 1.50
Fines —
Other —

Committees on which Women Serve
Shop committee

Other Committees
— (Did have Entertainment Comm. - none since lay-off)

Offices Held by Women
Vice-president
Recording Secretary
Members of Board of Trustees

Attendance
Women attend better than men. (neither attend very well unless there is an important issue to be discussed)

Plant Organization

Product
Munitions, Ammunition boxes, upholstered furniture, coin operated phonographs, airplane parts (Contract work for Emerson, Packard + Crane Co's)

Union has had Contract with plant since 1943

Women in this plant have been members of Union since Dec. 1942

Payment of dues:
Steward
Pay at Union Office + at meetings

Women were employed on production in normal times.

	M	W
Shop Comm"	3	2
No Labor Management Com. (Had L.M. Comm. for 3 mo. - Lay-off. New Personnel Director refuses to have one.)		
Shop Steward	7	7
Grievance Comm. (Handled by Shop Comm.)		

Other Union Committees
None

N.R.

Contract

Contract expired August 30, 1944 (Automatic renewall unless either party gives notice of desire to modify)

Kind of Contract: maintenance of membership

Contract provides same starting rate for inexperienced men as women. (Antionette said that in practice, only boys could be hired for set. - Men are paid more - claim they have experience)

Contract provides the same automatic progression policy for men + women.

Contract abviates wage discrimination against women by equal pay clause + by rate of job regardless of sex.

Contract does not openly discriminate against W.

Women are mentioned in contract:
equal pay clause
maternity clause

D Seniority
Lists are maintained by department - not by sex.
(If lay-off occurs in one dept. + another dept. needs additional workers, laid off employees will be given opportunity to work before new employees are hired.)

Seniority
Women are not discriminated against in lay-off
rehiring
promotion (no provision)

Rest Periods
Contract does not provide rest periods for men or women.

Lunch Period
M W
30 min. 30 min.
Are paid for

Leave of Absence
Maximum Length 7 months.

Paid Vacation
After one years service + if have worked forty weeks entitled to one week with pay.

Practice

No "Women's Jobs" M
There are men's jobs on which women are employed. (Furniture dept.) W
Inexperienced men + women are generally started on same jobs. ✓
* Except on fixing where W. replace men

No formal job evaluation procedure is used.

Comparability of women's work on men's jobs is determined by management. M

None of persons interviewed felt that majority of women had been kept on lower paid jobs, except Mrs. Graziano who stated that women were not upgraded to better jobs.

D Seniority
By department - no lists kept. (will be provided for in new contract + will be plant-wide.) N+r

Seniority
Women are discriminated against in promotion. (Mrs. Graziano felt that the men Union leaders approved of this.)
Plant operates (2) shifts Few on 3.
Women employed for 142
Placement does not depend on Seniority.

Rest Periods
No Provision
(Eliminated because women like it better without formal rest periods)

Lunch Periods
M W
30 min. 30 min
Are paid for.

Pregnancy Policy
Leave of Absence of 7 mos.
Seniority rights are retained, not with pay.
L of A
M-HS

Job + Rate Sheet
Time-incentive T
(see page 4 of contract)
occupations + rates are not listed by sex. X

WLB Cases

No. WLB case reported affecting women separately (Equal pay clause in contract)

8/28/44

Mr. Leo Rogers, Pres.
Mrs. Florence Harris, Recording Sec.
Mrs. Lucille Graziano, Vice-pres.
Mrs. Mable Rogers
Miss Irene Nattles, Sec. at Union Office
Mrs. Maude Antionetti, Mem. of Shop Comm.
Mr. LaFonte, Bus. Agt.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

None - Officers and leaders think of interest and participation in terms of attending meetings.
Lucille Graziano said she would like to have any information about methods of interesting the women.
Mr. Rogers stated that the local had secured the interest and participation through its good shop stewards; effective handling of grievances; by stopping favoritism and the elimination of job classifications by sex. Mrs. Antionetti said same.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of Women:
Lucille Graziano - reported that the women had equal protection with men for continuing onthe job. She and Mrs. Harris stated there had been no discrimination against the women in the recent lay-off. L. G. said that she thought that about half of the women who had been employed would not want to continue working after the war. Many are working for patriotic reasons or to buy things for their homes.
Mr. Rogers - stated that the lay-off had been without discrimination
Mrs. Rogers - said that there were many women who, like herself, would not wish to continue working after the war.
Mrs. Harris said that the union had really fought for equal pay (rate of job) for women.
Mr. LaFonte stated that seniority should be the same for men and women - that in many cases married women needed to work - that by working they had been able to raise the standard of living for their family which was a good thing.
Antionetti - thinks attitude of men will depend on whether there are enough jobs in the post war period - if not they will want men to replace the women.

Equal Pay:
L. Graziano - said that job classifications had been by sex before the union organized the plant and that this was eliminated in th union's first contract.
Mr. LaFonte - said that he and other Intn'l Union representativ s felt that rate of job should be maintained. He said that they were negotiating new rates for furniture dept. employees now.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for equal work
All officers interviewed stated that union had established equal pay policy when it organized, eliminating the job classification by sex and securing rate of job for women.

Training and Upgrading Opportunities:
Lucille Graziano - reported that men were upgraded but not the women.
Maude Antionetti - said there was not much opportunity for upgrading. She did say that union did not allow women to do set up on the machines.

Seniority rights:
Officers interviewed reported that the Union had secured same seniority rights for men and women. The Union Committee checked over the classifications made By the company and they felt that the lay-off had been handled fairly. They said that they did not wish to uphold workers who had not been responsible on the job.

Special activities in regard to community services:
None reported
Antionetti - thought day nursery needed in section of city near plant. Union has not done anything along this line.

OPINIONS OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Harris - said that large number of women did not recognize that the Union had done anything for them and did not like the union. This group does not attend meetings and so are not informed of what union does. She said the Union had fought for equal pay.
Lucille Graziano - said the Union had done a good job for the women but that women had not received promotions and that the men in the Union approved of this.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

None of persons interviewed felt that majority of women had been kept on lower paid jobs except Mrs. Graziano who stated that women were not upgraded to better jobs.
Mrs. Antionetti - said that this was not done. That men's jobs were different, more lifting to be done and only men on set up. However, she said women were not allowed by Union to do set up work.

COMMENTS:

Lay-off and Re-employment of Women Employees:
Mr. Rogers and Lucille Graziano reported on the methods used in laying off 500-600 employees (90% women) during april and May. The Company classified all employees, men and women, according to their work records, giving consideration to such points as attitude, ability, aptness, absenteeism. In resuming production on peace time products - furniture and phonographs - employees who were in A & B classifications, 300-400 men and women, were recalled. As more workers were needed some of those in C & D classifications were called back but these were given warning and placed on probation for a certain period. It is thought that the company has plans for expanded production which will take care of all employees who wish to continue working. However, those who were most irresponsible and who were absent from work too often will not be called back.

New Jobs for Women:
Jobs for women changed with the lay-off. About 200 inspectors, the majority women, were needed before and only 80 employed now. In the furniture department where only men (organized in the upholsterers union) were employed before the war. Now 35-40 women have been put in on a line system so that each does only a little part of the job. Very few men are employed in this department now.

Mrs. Graziano was very interested in information which agent could pass along as to what oh other local unions had reported that they were doing to increase the interest of women members. She thought a shop paper would be very helpful in the Hockola Local as many of the women do not attend meetings.

G.E. X-Ray Corp. 10
Chicago, Ill.

74

Union

IAM 10.
AFL
Local 1696
Chicago, Ill.
10

Local was organized 1943

Women have been members since 1943

Type of worker: productive maintenance

Plants organized by Local Union

	Plant T	Plant M	Plant W	Union M	Union W
G.E. X-Ray Corp	1350	900	450	800	100
			33%		11%
		T 900			

Initiation $2.
Dues (per mo)
Skilled Trades $2.
Production Wkrs. 1.50
Journeymen Spec. 1.75
Fines —
Other —

Committees on which Women Serve
None

Other Committees
None

Offices held by Women
None

Attendance of Both men & women poor

Plant

Product 3
Diathermy - fever cabinets, Medical & x-ray apparatus, vacuum tubes.

Union has had contract with plant since September, 1943

Women in this plant have been members of union since 1943

Payment of dues: Steward
Pay at meetings

Very few (25-30) women employed on production in normal times. ✓

	M.	W.
"Shop Committee"	5	0
No Labor management comm.		
Shop Steward	25	3

(Cypcar said he just "Fired 2 women as they had not done a good job" He said they made a point not to use women. Only 3 woman stewards are now active.)

Grievance Comm.	5	0
Other comm.		
Safety & Health	X	

Department	No. Employed M	No. Employed W
Tubes	"few"	400
Screw machines	NR	"a few"
Machine Shop	NR	NR

Shop Stewards

Contract

Contract expired September 29, 1944

kind of Contract Membership

Contract does not provide same starting X rate for men & women

Contract does not provide same automatic progression policy for men & women lasking for this in new contract

Contract does not obviate wage discrimination against women ~~by setting up "Male" and "Female" classifications~~ in Wage Clause"

Contract does not openly discriminate against women

Women are mentioned in contract

Provision for equal pay guaranteeing men their reg. rates when temp. on women's jobs & such jobs will not be considered 2 men's. Laborers down for W rate will be compared to similar laborers of women.

Seniority
No provision for 'Lists' though apparently are plant-wide.
NP

Rest Periods
No provision

Lunch Periods
No provision

Leave of Absence
Maximum length 90 days

Paid Vacations
1 yr's service = 40 hr. with pay
5 yr's service = 80 hr with pay

Practice

No 'Women's Jobs' (not listed but are referred to as women's work)

There are men's jobs on which women are employed. ✓

Inexperienced men & women are not generally started on same job. X

M

A formal job evaluation procedure is used in setting rates for all jobs in plant. J

Comparability of women's work on men's jobs is determined by Management
M

See next page for opinions on whether majority of women are kept at lower paid jobs longer than men. ✓

D

Seniority
No lists kept as far as persons interviewed know but reported seniority was departmental.
NL
NR

Seniority
Women are not discriminated against in lay-off rehiring
They are in promotion
Favorites of foremen promoted
Plant operates 1, 2, & 3 (Make-up shift)
Women on 1, 2, 3 (Tubes)
Placement does not depend on seniority.

Rest Periods
Formal rest periods provided for & paid for.

Lunch Period
30 min. - not paid for.

Pregnancy
No Policy
Leave of absence upon request
~~90~~ days.
(will have a maternity clause in new contract)

Job & Rate Sheet
Majority of women on Time work T (production bonus)

Occupation & rates are not listed by sex. X

WLB Case

No cases reported

8/29/44

Wm. Cyphear, Pres. Miss Henrietta Gawel #74
Mr. Edward Lense, Recording Sec. Mrs. Anne Wilkerson
Miss Kay Patterson

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITES:
None

ATTITUDE OF LOCAL UNION OFFICIALS TOWARD:

Continued Employment of Women:
Cypear - "Women should be out of plants". They are interested in money only. They don't catch on - don't buy own tools and are always borrowing. Some few do a good job but too many not interested.

Equal Pay:
Cypear - said that the rate of job has been maintained. Then he asked "How can you work out equal pay for women in a job shop where work is changing constantly?"

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Women reported that Union agreement provides for same rate of job for men and women
Gawel - said that she thought that women replaced men on some jobs in tubes and were doing the same work the men had done for lower rates. She did not know what the rates had been for the men but did not seem to think the Union officers had been on the alert to find out whether this was done.

Women interviewed reported that union, not having a closed shop is not too straong. Has had no clearly defined program for increasing women's participation.

Traning and upgrading opportunities:
Lense - said that upgrading was not done by seniority but just as foreman chose. A few women have been upgraded to screw machine and drill press jobs.
Cypear - said that there was not much opportunity to upgrade due to fact that this was a job shop.

Seniority rights:
Wilkerson - Does not think seniority provisions and practices are very clear.

Special activities in regard to community services:
None.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD SPECIAL PROBLEMS OF WOMEN:

Continued employment:
Mr. Lense - said that following World War I, the Company did not follow seniority in lay-offs and he felt that the Union was not strong enough to prevent favoritism again. He does not oppose women staying in the plant and favors straight seniority for all.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Gawel - The Union secured an increase in the starting rates (from 50¢ to 60¢) and many women who had started at 50¢ got back pay.
Patterson and Wilkerson - Working condiditions need improving. Women's rooms overcrowded, insufficient number of facilities for women, no lunch room and sandwiches brought in are of poor quality, not enough stools and women have to stand to eat lunch as men take the stools that are there, only one electric fan in machine shop and men take that off -- The Union has not put up a fight for improvements.
Wilkerson - said that Union President had been criticized openly at Union meetings for

"playing up" to company and not pushing sufficiently in interest of Union members. Reported that "Men do not want women on the committee" and said that "women should be on the Committee." Stated also that she had had strong interest in the Union but she felt that not enough was accomplished. That the Union officers always said "wait, wait" when women had complaints and that then a year passed and nothing was done. She said that when she turned in her steward's button last week Mr. Cypear said he guessed it was best since she was the only woman steward.

Patterson - said Union had stopped company from continually raising production quota. The bonus had been too low for the women to make good money. The Union secured an increase in bonus rates so that they now can make good money. Also the Union secured vacation with pay.

All women interviewed said that women did not stick together, the majority would not join the Union, they "just cut each others' throats." They said the Union had had dances and they were well attended but this did not result in interesting or getting support for the Union by the women.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Women interviewed did not feel that this had been done. Wilkerson said that in machine shop jobs have A,B,C,&D classifications and women are all in B classifications as they do not do set up. She said that women did not want to learn to do all of set-up work. They could learn but some of jobs are too heavy. She hurt herself one time in lifting (49 lbs) Rates have been set so that majority of women could not make any bonus - so they make just the 68¢ day rate. Jobs are being retimed now.

COMMENTS:

Information was given to Mr. Lense as to how the Union could get a safety inspector from the State Department of Labor to come and make an inspection in connection with certain conditions.

Indirectly suggestions were given to women as to procedure to be followed in getting Union to take up some of their complaints as to no lunch room, poor food service, insufficient number of facilities. It seemed that the women had complained to foreman but had not used Union grievance procedure. Information was given about another Local which agent had visited which had secured a lunch room for the women and another case where Local was demanding Cafeteria Service.

Question of the need for the Company and Union to evaluate women's jobs and to give opportunity for women to get more training so that they could do more of jobs as changes in work take place, was discussed with Mr. Cypear.

S. Buchsbaum & Co.
Chicago, Ill.

Union

International Ladies Handbag, Luggage & Novelty Workers Union. (Application made for direct Charter) 17.
A.F.L.
Local 44
Chicago, Ill.
10

Local was organized January, 1941.

Women have been members since 1941

Type of workers:
productive
Clerical
maintenance

Plants organized by Local

	Plant M	Plant W	Union M	Union W
4 plants of S. Buchsbaum & Co.	200	750	200	750
	T 950	79%		79% T 950

Initiation -
Temp - $5.
Regular - 15 —

Dues -
if make under $22 per wk 1.50 per wk 55¢
if make over $22 per wk 50¢ "

Fines —
Other —

Committees on which Women serve
Finance 2 women

Other committees
None

Offices held by women
Secretary - 1 woman
Executive Board Members (2 women)
Delegate to Chicago Federation of Labor (1 woman)

Attendance
40% of members attend - women somewhat better than men.

Plant Union

Product 1
War-Products - Head pieces of plastic materials for Electro-Voice (for tanks), poncho coats for army, navy sails, belts, etc.

Union has had contract with plant since January, 1941

Women in this plant have been union members since 1941.

Payment of dues check-off

Women were employed on production in normal times.

	M	W
"Shop Committee" (4 plants)	28	22
Labor management comm.	6	2

Do not have stewards - Have Shop chairman or chairladies & committeemen

Grievances handled by Shop Comm.

Shop Activity Comm.	1
Union Recruiting "	

Department
Production Wkrs in 4 plants — Women employed largely Negro - placements made by Chicago Urban League. Chairlady at one plant & vice-president of Local are Negroes.

Office workers - 110 M & W - no Negroes in office as yet.

Contract

Contract expires October, 1945

Kind of contract
Closed shop

Contract provides same starting rate for men & women.

Contract provides same automatic progression policy for men & women

Contract deviates wage discrimination against women by rate of job regardless of sex.

Contract does not openly discriminate against women

No mention of women in contract

Seniority
No provision in contract. for lists NP

Women are not discriminated against in promotion lay-off rehiring

Rest Periods
No provision

Lunch Period
No provision

Leave of Absence
No provision 0

Paid Vacations
After 1 yr - 1 wk with pay
After 5 yrs - 2 wks with pay

Practice

No "Women's Jobs" There are men's jobs on which women are employed

Inexperienced men & women are not generally started on same job except for some elderly men.

No formal job evaluation is used in setting rates for all jobs in plant.

Comparability of women's work on men's jobs is determined by bargaining C

Women not held back but were on suitable jobs.

Seniority
NR
No lists kept
No provisions - work always equally divided between permanent employees NL

Women are not discriminated against in promotion lay-off rehiring

Plant operates 3 shifts
Women on all "
Placement does not depend on seniority

Rest Periods
No provision except office wkrs 2-10 min - paid for

Lunch Periods
30 Min. - not paid for

Pregnancy Policy
No Policy
Leave of absence upon request (60 da. limit discontinued)
Seniority rights are retained without pay.
Same NR

Job & Rate Sheet
Majority of women are on time work T

Occupation & rates not listed by sex X

WLB Case

No case reported affecting women separately from men.

8/27/44

Joseph Manardi, Pres.
Sam Laderman, Bus. Mgr.
Sidney Garfield, Bus. Agt.
Mrs. Bessie Neeley, Sec'y & ass't. Shop Chmn.
Mrs. Lee Davie, Office worker
Miss Rosebud Jones, Inspector
Miss Helen Tankersley, "
Mr. Jimmy Whitfield, Vice. Pres.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

None

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of women;
No question - Most of work is more suitable for women - Company will not be likely to reduce number of women as expect to continue production on same or expanded scale. Work in plastics will undoubtedly expand.

Equal Pay:
All rates set by rate of job

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

no special program aimed at interesting women

Equal pay for equal work:
Laderman and Garfield stated that Union had maintained rate of job on all jobs whether performed by men or women.

Training and upgrading opportunities:
Garfield - Union agreement is for upgrading by ability, and length of service, etc. Women have not been held back.

Seniority rights:
Garfield - Do not have seniority provision. Work is divided equally between permanent employees, men and women.
Davie - Seniority does not apply to filling vacancies in offices. Thinks union should ask this.

Special activities in regard to community services:
None reported.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Neeley - Women think of union program in terms of wage increases. They know the Union has secured raises.

Tankersley & Jones - Reported that something should be done about working conditions at the Huron Street Plant but that the Union had not taken up these matters. Wash-rooms are unsanitary and a woman is needed to do the cleaning. In summer, heat is very bad and plant is very cold in winter. Number of facilities are not sufficient. Other complaints have been taken up with the Shop Chairman (a man) but with no results.
Davie - Thinks office jobs should be posted so that they could be bid on by seniority. New people have been hired from the outside instead of promoting girls already employed to better paying jobs. Union has not made any provision for this. She is a strong Union member but finds it hard to interest other girls who soon forget it when the Union secures benefits for them. Was interested in U. S. literature and asked for some of bulletins to give other office girls

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:
Laderman, Garfield, Neeley - said women were not held back but were on all suitable jobs.

Howard Foundry Co.
Chicago, Ill.

10

Union

International Moulders & Foundry Workers Union.
AFL
Local 233
Chicago, Ill.
10

N.R. on time Union was organized

Women have been members for 2 years. 1942

Type of workers: productive maintenance

26 Plants Organized by Local

	Plant M	Plant W	Union M	Union W
T 2000				
Howard Foundry (most wemn in new magnesium plant. only about 5 in old aluminum plant)	1650	350	1650	350
T 250 Universal Casting Corp	100	150	100	150
Coremakers Co. (not scheduled as very few women - none active)	20	20	20	20

Other (24 plants) not advd. (NR) See 76A

Initiation M $3. W $3.
Dues (WEEK) .75¢ .35¢
Fines - For seeking employment before 9:00 AM & fine of $5 for taking Physical Examination. Reason being Union agreements require companies pay for exam
Other — —

Committees on which women serve
None

Other committees
None

Offices held by women
1 woman shop chairman

Attendance
Women's attendance at meetings is poor. Both men & women members lack interest.

Plant - Union

Product
Bronze & Aluminum castings & patterns

Union has had contract with plant since 1940.

Women in this plant have been members since 1941.

Payment of dues: Steward / Pay at Union office

Women were not employed on production in normal times.
(Has 1 new foundry)

	M	W
Shop Comm & Committeemen	26	3

No Labor Management Comm.
No Shop Stewards
Grievances handled by Shop Comm. & Committeemen.

Other Committees
None

Contract

Contract expires May, 1945

Kind of contracts: Closed shop or Union shop

Contract provides same starting rate for men & women
Contract provides same automatic progression policy for men & women (Laborers)

Contract does not deviate wage discrimination against women.
Contract does not openly discriminate against women.
N.R. - on mention of women in contract.

Seniority
Lists are maintained plant-wide - not by sex.
Have preference of employment in other depts. in lay-offs if quality but can't "bump" workers with less seniority.

Women are not discriminated against in promotion, lay-off, rehiring

Rest Periods
No Provision

Lunch Periods
30 min. - not paid for.

Leave of Absence
No provision

Paid Vacations
After 1 yr. = 1 wk. with pay
After 5 yrs. = 2 wks. with pay

Practice

No male & female classifications. There are men's jobs on which women are employed

Inexperienced men & women are generally started on same jobs. (in inspection)

No formal job evaluation is used in setting rates for all jobs in plant.

Comparability of women's work on men's jobs is determined by decision of management

Buisveen - In her dept. women were all classified as laborers, were not promoted to top of rate range. Now have been reclassified through request of Union. Those on seam-sealers jobs will be raised from 74¢ to 85¢

(do not get merit increases)
(Not much upgrading done)

Seniority
Lists are maintained by department
Have preference of employment in other depts. in lay-offs if equality but can't "bump" workers with less seniority.
(See #76A)

Women are not discriminated against in promotion, lay-off, rehiring

Plant operates 1 shift. Women on this shift.

Placement does not depend on seniority.

Rest Periods
No provision for men

There are formal rest periods for women & are paid for

Lunch Periods
30 min. - not paid for
(15 min. in some jobs - [men in foundry] & are paid for.

Pregnancy Policy
No policy
Leave of absence upon individual application (for illness - no report on any cases of pregnancy for which leave was given.

Job & Rate Sheet
Majority of women are on time work. T
Occupations & rates are not listed by sex X.

WLB

No case reported affecting women separately from men. WLB has approved of wage increases & specific increases on certain jobs

8/30/44

Mr. Jos. Sharp, Pres. — Miss Anna Buisveen, Committeewoman
Mr. William Mugan, Financial Sec'y — Miss Mary Bryant, Shop Chmn.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:
None.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of women:
Sharp - "Foundry jobs are not suitable for women". Thinks women should not remain in the foundries except as coremakers. Universal plant is not a foundry (in usual sense) and work is suitable for women.
Mugan - Said that women had the same seniority rights as men.

Equal pay:
Mugan - Union secured same rates for women as men. No separate female rates in any of foundries.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

No program specially planned to reach women.

Mugan and Sharp:
Equal pay for equal work:
Union maintained same rates that men received on jobs where women replaced men.

Training and upgrading opportunities:
Little opportunity for upgrading.

Seniority rights:
Same seniority maintained for women as for men.

Special activities in regard to community services:
None reported

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD SPECIAL PROBLEMS OF WOMEN:

Continued employment:
(Mrs. Buisveen said that the company had called a mass meeting at the Magnesium plant - (a new war plant) - this week and it was announced that the company had orders ahead for large castings of magnesium(which is being substituted for heavier cast iron) so that they expect to continue to operate this plant in the post-war period. She thinks there will be jobs for women.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Buisveen - Program has helped women by securing wage increases and through handling grievances. Also through the Union women have seniority rights so that new men workers from outside cannot be hired and placed on their jobs if they wish to remain in post-war period.

FOR UNIVERSAL CASTINGS ---UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN ACTIVITIES:

No program specially planned to reach women.
Mugan and Bryant:
Equal pay for equal work:
Union has maintained same rates that were received on jobs where women replaced men.
Training and upgrading opportunities:
Little opportunity for upgrading. (Same seniority maintained for women as for men
No Special Activities in regard to community services.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD SPECIAL PROBLEMS OF WOMEN:

Continued employment:
Mary Bryant - said that this was a question to be decided. She did not seem to know what she thought should be done. Said that there was no separate seniority provision for women.

Equal pay:
Mary Bryant - said that women received same rates as men where work on same jobs.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mary Bryant - says that women think of what union has done in terms of wages. Union has secured raises.

(Names and addresses of other women could not be secured. Mr. Mugan said that Mary Bryant could give all information. The only address Mugan or she would give was that of foundry - so interview was held at plant. Agent was introduced to Superintendent after interview who spoke of the good co-operation given by the union. He said theirs was the only union contract he knew of which included a provision for penalizing members for unexcused absenteeism. He said that absenteeism was chiefly among Negro men in the foundry, not among women)

Note: - It appeared to a ent that most of union matters are settled between the union representatives, the shop chairlady and the management without much participation by members.

Universal Castings Corp.
Chicago, Ill.

76A

WLB Case.

Union

See card 76
Moulders 13
AFL
Local 233
10

1940

See #76

In plant: M 250, W 150
Union: 250, 150
60%

Offices
None

Plant Union

Product
Small castings of gold for jewelry, denistry, etc. M-D

Union has had contract with plant since 1940
Women in this plant have been members since 1940.
Payment of dues.
Steward
Union Office

Women were on production in normal times.

M W.
Shop chairman + Committeemen 2 / 1
No Labor management Com.
No Stewards
Grievances handled by "shop committee"
other committees
None

Contract

Contract expires May, 1945

Kind of Contract
Closed shop or Union shop

See card 76.
(Same Master Contract for Howard, Coremakers Universal plants.)

PW

Rest Periods
No Provis.

No prov.
"M.B"

Leave of Ab.
- No Provis
0

Plant Practices

No Male + Female Classifications
Some traditional womens jobs
Women have replaced men on machines + cleaning jobs
Inexperienced men + women are generally started on same job

No formal job evaluation (union objects to job evaluation)
Comparability of womens work on mens jobs is determined by decision of management. M

Mugan + Bryant said majority of women were not kept at lower paid job longer than men - that jobs were filled with consideration given to qualifications.

D
Seniority lists are maintained by department - not by sex.

Women are not discriminated against in
promotion
lay-off
rehiring
Plant operates 3 shifts
Women on all
Placement does not depend on seniority

Rest Periods
No provision

Lunch Periods
30 min. - not paid for

Leave of Absence
No policy
Leave of absence upon request
Time limit of 30 days for illness.
L. M a
M-M S

Job + Rate Sheet
majority of women are on time work. T
Occupations + rates are not listed by sex. X

Minneapolis-Honeywell Regulator Co. 77
Chicago, Ill.

Union

IAM AFL Local 1796 Chicago, Ill 10

Local was organized for 2 yrs.

Women have been members for 2 yrs.

Type of worker: productive maintenance

Plants Organized by Local Union

Plant	T	N	W	M	W
Minneapolis-Honeywell	1000	650	350 35	585	315 35
	1000				T900

Initiation (includes 1 mos. dues) 5

Dues: per mo.

Productive Wkr	1.50
Specialist	1.75
Journeymen	2.00
Fines	—

Comm. on which women serve: None

Other Committees: None

Offices held by women: One Trustee

Attendance: Women attend very well

Union Plant

Product: Electronic automatic pilots for airplanes. Peace time product - thermostats for heating equipment + other temperature controls

Union has first 1A new war-contract now before WLB. Contract approved by WLB 10-7-44

Women in this plant have been members since July, 1942

Payment of dues Steward

No Bargaining Comm.

No Labor management com.

War Production Drive com. now being reorganized with Union participation

	M	W
Shop Steward	25	5
Grievance Comm.	4	1

Other Committees: Women are on any special committees appointed

Contract

No Contract as yet is before WLB. Approved 10-44*

Requests of Union as follows:

NR

* Except Wages

Contract provides same starting rate for men + women.

Contract provides same automatic progression policy for men + women.

Contract obviates wage discrimination against women by equal pay clause "No discrimination in rate of job regardless of sex"

N.R. as to whether contract openly discriminates against women.

Seniority

Lists are maintained by department not by sex.

Women are mentioned in contract: Equal pay clause, Maternity clause

Seniority: Women are not discriminated against in promotion, lay-off, rehiring

Rest Periods: No provision

Lunch Period: No provision

Leave of Absence: Maximum Length 30 days (renewable - can cover pregnancy)

M.L

Paid Vacations* After 1yr's service - 1wks. vacation. After 5yrs. - 2wks.*

*Approved by WLB - 10-44

Practice

No "Women's Jobs" Men + women on same jobs but have T rates.

There are men's jobs on which women are employed (have replaced drafted men - 125)

Inexperienced men + women are generally started on same jobs.

No formal job evaluation procedure is used in setting rates for all jobs.

Comparability of Womens work on mens jobs, is determined by decision of management. M

See next page for opinions on whether majority of women are kept at lower paid jobs longer X than men.

Seniority

Lists maintained by occupation - not by sex. Unless Union can secure more clearly defined seniority plan in contract co. can follow any plan. Persons interviewed did not seem to have considered all possibilities but thought Seniority same for Men + W

Seniority: Women are discriminated against in promotion. (being on merit quite a few W. set to 85 rate-mens classification - but are not given merit increases above this) Plant operates 3 shifts. Women on all. Placement does not depend on seniority.

Rest Periods: No formal Rest Periods. Time allowance of 15 min twice each shift

Lunch Periods: 30 min. - not paid for.

Pregnancy Policy: Leave of Absence 30 days - renewable may be extended to cover pregnancy

M.L yes

Job + Rate Sheet: Majority of women are on time work. T

Occupations + rates are not listed by sex. X

Reg note X

WLB Case

First contract now before WLB.

10-'44 - Req. WLB decided dispute all issues except WAges

Ruling: Req. WLB decided dispute all issues except wages 10-44

10

9/8/44

Mr. Edward Thomas, Pres.
Mrs. Lora Skyles, Tool Inspection
Mr. Walter Douard, Bus. Agt., IAM
Mrs Frances Goraber, Mem. of Exec. Bd.
Miss Lucille Kiar, Gyro Balancing Dept.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Kiar - "The Union does not keep us very well informed through the steward system."
Thomas and Kiar - said that women used to begin at 50¢ but that Union got this raised to 65¢.

Equal pay for equal work:
Thomas - Union is requesting equal pay (rate of job and equal pay clause) in contract. Several cases have been taken up by Grievance Committee but equal pay was not secured. (see comments)

Training and upgrading opportunities:
Thomas - No training for upgrading. Upgrading done on merit.
Skyles - Stated that women had been upgraded without discrimination. In tool inspection women begin on simple inspection and are then upgraded to gage and tool inspection but that top rate for women is lower than rate of man she replaced. (See Comments)
Kiar - Stated that women were not upgraded in her department. Women could do final balancing job but company would not allow them to learn altho they had more seniority than men. Women feel satisfied with way grievances are handled by Union.

Seniority rights:
Thomas - Same for men and and women.
Skyles - Women have same seniority protection that men have. (See Coments on continued emp.)

Special activities in regard to community services:
None.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of women:
Thomas - Did not seem to have any prejudice. Said women would continue to work if plant operated after war. (Plant is new war plant - Government owned)
Douard - Stated that he did not favor women remaining in plants after the war. Work is not suitable for women.

Equal pay:
Thomas - Said he and other officers feel that there are "No women's jobs" They are asking for equal pay in contract now before W.L.B.
Douard - Said that women can not put out work that men do; can not do all of jobs; have to have help; do not stick to job; "get fingers cut off" and that employers can always prove that women do not do same work as men so that Union cannot get same rates for them. In cases where women do do the same work as men the Union secured equal pay by rate of job.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Skyles - Women are interested in the Union as they feel they have more to gain than the men have. They recognize the fact that the Union has secured better working conditions, increases the starting rates and that grievances are handled satisfactorily.
Kiar - Thinks Union will give women protection against unfair layoffs.
Other women interviewed feel that Union is fighting for them but that company is hard to deal with.

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID FOB LONGER THAN MEN:

Skyles - Women's rates are lower than men's because of company policy. They do the same jobs men do and more work in 8 hrs. than men do in 10 & get less pay.

77 Continued

Kiar - [illegible] are kept at lower paid jobs in her department and not allowed to learn final balancing or highest paying job altho they have more seniority than men and could do work if given oppertunity to learn.
Goraber - Majority of women on 79¢ rate and men work from 85¢ to $1.34. (See Comments)

COMMENTS:

Equal Pay -
Mrs. Goraber - In Drilling Department, women were doing some set up and now company has made a new rule that women (or those on certain classifications) cannot check tools out of tool room so they can't do any of set up.
Women on Men's jobs are kept at 85¢ rate while men make $1.13 and over. Company claims that women can do only part of work men can do, (e.g. ten out of thirteen jobs) but does not give women the opportunity to run lathes, etc.
The Company promised union committee that they would train women to do all jobs.
On screw machines women make $1.01 and men $1.25 altho special set up men do set up for all machines.
Lucille Kiar - Union is asking for equal pay in contract. The Company refuses to advance the the women to allow them to get training for better paying jobs - holds women to 85¢ top rate.

She, herself, was making 81¢ on balancing (gyros) while man on same job was getting $1.23 or $1.30. She took up case through union and company said that if they gave her man's rate other women would want it also. Personnel Director told her she had a good case but offered her 4¢ (increase to 85¢) and refused more.

She says the women do more work than the men. Men just sit and wait when caught up on their jobs but women are asked to help with other jobs and work steadily.

In another department on same job as hers, women work days and men nights doing same job but women get less pay.

Company claims women can't do all jobs but she says they can if given the chance.

Mrs. Skyles - was very interested in finding out what could be done under Illinois equal pay law. She stated that there were cases in the plant where women were doing the same work as men but were getting less pay. She mentioned the case of one woman on an assembly job who makes 79¢ per hour, while the man on same job gets $1.25. The woman did more in 8 hours than the man did in ten hours. This was taken up through grievance procedure and the company then took the man off and put another woman on.

Also in her own case she feels that the rate should be equalized. She makes $1.10 on tool inspection job and man doing same work gets $1.21. She stated that she also did more work in eight hours than the man did in ten.

Continued Employment:
Mrs. Skyles - thinks 75% of the women in the plant need to continue working.
Mrs. Goraber - Stated that company seniority lists were not by sex and so there was no reason why they could not continue working.
Mr. Thomas - Had very good attitude toward women.
Mr. Douard - did not. (As in the I.A.M. the Business Agents have so much power it is doubtful if the union will do as much as women expect to protect them. The fact that contract is not yet signed may explain the discrepancy between assurances given women and attitude of business agent.)

(Company's action may depend on whether union compromises on question of equal pay and job classifications. Women think company has no plan to lay off women except as they do

men by single seniority list but attitude might change if have to give women equal pay)

Job Classification & Rates:

	Classifications	Rates
Men	"C"	85¢; 89¢; 96¢ (3 starting rates)
	"B"	$1.03 to $1.13 (rate range)
	"A"	$1.20 to $1.34 (rate range)
Women	"C"	65¢; 75¢; 79¢ (starting rates
	(?)	85¢ (top rate for women)

(Skyles - Majority of women on 79¢ rate)
Goraber and Thomas - Said that inexperienced men and women begin on same jobs in Inspection and Machine Shop. (About 80% of women are in Machine Shop - majority on burring.)

Other gains made by Union:

In one department foreman only allowed women 5 minutes rest period and the matter was taken up through grievance procedure and fifteen minutes allowed time secured.

Revere Copper & Brass Inc. Ord. Div. — Chicago, Ill

78

Union

UAWA 12
AFL
Local 477
Chicago Ill
10

Local was organized seven yrs. 1937

Women have been members for 7 yrs 1937

Type of worker: productive maintenance

Plants Organized by Local

Plant	Plant M	Plant W	Union M	Union W
Revere Copper & Brass Inc. (Dallas Div.) (Ordnance Div.) T 2600	2200	300	2175	297

(approximate Figures) 12 12 T 2472

Initiation $3.50
Dues (per mo) 1.00
Fines .30
(if do not attend one meeting out of three)
Other —

Committees on which Women Serve
None - Women say they have no time to serve

Other Committees
Education
Legislative
Entertainment
Stewards body meet with management on safety matters)

Offices held by Women
Financial Secretary

Attendance
Neither men nor women attend well - men some better 2

Plant-Union contract

Product 1
Ammunition parts for Army & Navy - brass discs for shells etc. - (Peace time - parts for gas stoves, autos, etc.)

Union has had contract in this plant for seven years.

Women in this plant have been members of Union for seven years.

Payment of dues: Checkoff

A few (25-30) ✓ Women were employed on production in normal times.

	M	W
Contract or Bargaining Com.	7	0
No Labor Management Com.		
Shop Steward	35	1 ✓
Deputy Stewards	18	0
No separate Grievance Com.		

Other Committees
None

—

Contract

Contract expires August 28, 1945

Kind of Contract: Sole Bargaining Agency pending before WLB.

Union does not provide same starting rate for men & women. Men 778 Women 602 (provides that M & W employees begin at no more than 2 decrements below minimum rates.)

Contract provides the same automatic progression policy for men & women.

Contract obviates wage discrimination against women by rate of job regardless of sex. (Except for starting rate. But majority of women are on womens jobs & rates are lower than mens)

Contract openly discriminates against women. In clause providing separate seniority for lower min. hiring rate for women. Women mentioned in contract

D PW Seniority

Lists are maintained by departments & by plant-wide - are by sex

Provides that in lay-offs, men retain seniority on mens jobs & women on womens jobs & that jobs which have been converted to female jobs during emergency shall be considered male jobs. X

Seniority

Women are discriminated against in lay-off. Provision that in lay-offs men & women have separate seniority

Rest Periods
No provision

Lunch Periods
No provision

Leave of Absence
Maximum length
Six months + renewable six months

Paid Vacations
(Matter pending before WLB.)

Plant Practice

There are 'Women's jobs' B

There are men's jobs on which women are employed (Classified as male jobs still)
Few on mis jobs. —

A formal job evaluation procedure used in setting rates for all jobs in plant. (Union does not recognize plan. Objects to way points are fixed for different elements)

Comparability of Womens work is determined by M decision of management

See next page for opinions as to whether majority of women are kept at lower paid job longer than men. X

R & PW Seniority

Lists are maintained by department & by plant-wide - are by sex X

Seniority

Women are not discriminated against in promotion (not at present) lay-off (time as is rehiring (in a male shortage)
But separate seniority will result in discrimination later)
Plant operates 3 shifts
Women on all
Placement depends on seniority - majority of new men workers begin 3 shift.
Older employees have preference of shifts

Rest Periods
Have time allowance but not at set time.

Lunch Periods
15 min. - paid for

Pregnancy Policy
6 mos + renewable for 6 more - covers maternity cases

Seniority rights are retained without pay

Job & Rate Sheet
Women on Time-work (Individual bonus)

Occupations & rates are listed by sex
Rates are: Same if job is same
Lower for female on majority of jobs
Higher for female

WLB Case

Regional Number N.R.

Status: - Pending before National Bd

Type of Case: Dispute

Issues

Wages - (change in automatic progression schedule - request for shortening period of time required)
Night shift bonus
Vacations
Maintenance of membership
(No issue affecting women separately

Ruling
—

9/25/44

Anthony Audia, Chairman Bargaining Com.
Mrs. Mollie Valenti, Financial Sec'y.
Mr. Angelo Inciso, International Rep. U.A.W.A.
(No other interviews were possible as plant went out on stike after scheduling started and Mr. Audia failed to mail names and addresses of women. Valenti referred to Mr. Audia as only one to get names from. Inciso did not have addresses in has office.)

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

None other than dances.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of women: Attitude of Mr. Audia seemed quite good. Women would be continued on M's jobs
Equal pay: Mollie Valento - Said that they had secured equal pay while women were on men's jobs unless they had help -e.g. service men lift pans whereas formerly men on same job did lifting also.
She, however, expressed some sentiment in favor of men's receiving higher pay as matter of principle. (She is wife of man in service.)

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for equal work:
Audia & Valenti - Reported that they secured equal pay for women on men's jobs except where they had to have help from the men. They said that the women were not active in the union.

Training and upgrading opportunities:
Audia - Women upgraded by seniority on women's jobs. If men available, women are not put on men's jobs.

Seniority rights:
Audia - Women have seniority on women's jobs.

Special activities in regard to community services:
None.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Valenti - Said that women who were in plant longer time recognised what Union had done to secure improvement in working conditions, sharing of work, rest time allowances, etc. Newer girls do not think Union has done much.

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Valenti - did not feel that the fact that women's rates (on women's jobs) are lower than men's was discrimination. She said jobs were different. She thought rates should be lower and had not considered question of comparability.

Continental Roll & Steel Foundry Co.
East Chicago, Ind.

Union

Federal Labor Union
AFL
Local 22636
East Chicago, Ind

Local has been organized 3 years. (" as independent union in ~~1939~~ - chartered by A.F.L. in 1941)
Women have been members 2 years.
Type of Worker: productive maintenance

Plants organized by Local

	Plant M	Plant W	Union M	Union W
Continental Roll & Steel Foundry Co.	2175	358	2175	355

Initiation 2.
Dues (per mo) 1
Fines —
Other —

Committees on which women serve
None

Other Committees
None

Offices held by women
None

Attendance
Poor. Average total attendance around 50 with 5-8 women. Women who do attend are quite articulate. Men all the same.
Mrs. Matrona - said the women did not attend union meetings & that stewards were not in her department so women knew little about Union.

Plant Union

Product
Armor tank castings & large miscellaneous castings.

Union has had contract with plant since 1941.
Women in plant have been members for 2 years.
Payment of dues: checkoff (99% on voluntary checkoff)
Union office.

Women were not employed on production in normal times
(1 foundry is new war plant - 3 are old)

	M	W
Contract or Bargaining Com.	16	0
Labor Management Com.	8	0
Shop Steward	34	0
Stewardesses - 4 (1 for each of 3 foundries & 1 for Machine Shop)		
Grievance Comm.	3	0
Other Committees		
Policy Comm.	3	0

X

Contract

Contract expires at end of war but is continuous unless either party gives notice of desire to modify.

Kind of contract
Closed or Union shop

Contract does not provide same starting rate for men & women.
Men - 78½¢
Women - 71¢
74¢ welders
Contract does not provide same automatic progression policy. Probationary period limited to 30 days. Then placed in job classification.

Contract contains no discrimination against women by equal pay clause. "for equal ability on identical jobs" differential where warranted by job breakdown.
Contract openly discriminates against women - provisions for lower min. rates for women. Women are mentioned in provisions for equal pay - min. rates of pay, seniority pro-

Seniority
Lists are maintained by department 3rd
plant wide 1st
occupation 2nd
NR

Women are not discriminated against in
promotion
lay off
rehiring

Preference of employment for wives of servicemen & for stewardesses. Also in provision that jobs especially set up for women are not subject to plant seniority

Rest Periods
No provision

Lunch Period
Simple time to eat. - paid for.

Leave of Absence
No provision

Paid Vacations
As of March 15 -
1 yrs service = 1wks vacation with 40 hrs pay
5 yrs service = 2 wks vacation with 80 hrs pay
10 yrs service = 2 wks vacation with 80 hrs pay

Plant Practices

No "Women's Jobs". All women working are on jobs formerly performed by men.
Inexperienced men & women are generally started on same jobs.

No formal job evaluation is used in setting rates for all jobs
Comparability of women's work on men's jobs is determined by bargaining

See next page for opinions as to whether majority of women are kept at lower paid jobs longer than men

Seniority
Lists are maintained by department 3rd
plant wide 1st
occupation 2nd
X
are by-see but appear to be no jobs set up "especially for women"
All persons interviewed thought contract provided same seniority but women feel they are to go out after the war.

Women are discriminated against in promotion.
Plant on 3 shifts
Women on all
Placement does not depend on seniority

Rest Periods
No Provision
Allowable time -
15 min. AM
5 " PM

Lunch Period
15 min. are paid for.

Pregnancy Policy
Rules posted in wash rooms requiring women to report pregnancy & to see own doctor for recommendation as to how long to work on job. 2
No leave of Absence 1
no mat leave

Job & rate Sheet
Majority on Time work.
Morris - said did not have job classifications. That they had each worker classified & rated (individual)

WLB Case

No case affecting women separately

9/29/44

Mr. Charles T. Morris, Pres.
Mrs. Mary Sefton, Stewardess
Joe Zych, Recording Sec.

Mrs. Matovina, o en tender
Mrs. Florence Matson

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION MEETINGS AND ACTIVITIES:

Joe Zych - None except movies a few times and one party for women. Union has been lax in informing members of union action and program according to statemomt of Joe Zych.
(See Comments)

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of women:
Zych - Seems to think that the understanding which he said existed between company and union to effect that women are not to be employed after the war is all right but stated that they should go out in first lay-off by seniority - then balance would be gradually replaced by service men.
Morris - Stated that women had done very good work and that he saw no reason why they would not continue working except for reason that returning service men would demand jobs. and women having less seniority could be out. He stated that there was no agreement that women would not be employed after war. However, women interviewed said that all the women felt they would be kicked out. (Agent felt that Morris was more of a yes man for company that good Union member.) (See comments).

Equal pay:
Zych - Thinks women should get equal pay where do same work.
Morris - Said that they secured merit raises for women the same as for men. Stated that they ~~should--o-o~~ classified each worker and that he could not allow anyone to see these.
(See comments)

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for equal work:
Zych - Union has secured equal pay in individual cases through grievance procedure. Company quite willing to give women same pay as men after probationary period.
Mrs. Matovina - Did not know of any cases where Union had secured merit raises for women

Training and upgrading opportunities:
Zych - Women are upgraded by seniority without discrimination.

Seniority rights:
Zych - Stated that union had understanding with company that women will not be employed after war.
Morris - Said there was no such agreement - But did not say union was protecting women against layoff. (See Comments)
Special activities in regard to community services:
None.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARD[illegible]:

Mrs. Sefton - Said that women did not think Union did anything for them
Mrs. Matovina - Said that women do not take up complaints through the Union as they feared
Mrs. Matson - Did not seem willing to comment on what Union was doing.

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Zych - stated that women are kept at lower pay for a time (90% of men's rate where work is not same) & then company usually gives same rate even tho women may not do same work.
Sefton - said she had received one merit raise but felt she should have another. She asked foreman for it individually.

Matovina - Stated that women's rates were lower than men's.* and that they were doing the same work the men had done. If they had help with lifting she thought production went up.

Mr. Zych said that women got same rates for same work done (on welding and cranes) as men.

COMMENTS:

(The following comments would indicate that this Union is simply a "Company union" doing little for its members and nothing to educate them or draw them into active paritcipation in union affairs.)

1. Union program to interest women members

Morris - Reported nothing done to interest women members except that they had had a couple of movies - two parties. The first party was held for all members but women, due to preponderances of men, did not attend and requested that they have one for just the women. This was done.

He contradicted himself a number of times during the interview and his statements that union had secured merit raises and same seniority for women and that women attended meetings quite well were not agreed to by other persons interviewed. Mr. Morris also did not interpret seniority clause in contract.

Mrs. Matovina - stated that "we all know that Union is just a company union" and there is no use to take up complaints as they knew they would get nothing. She secured her wage increase by asking foreman. She had taken up matter of back pay with union steward which she felt was due her. She never could get this. This was due for time she worked for lower rate than she was supposed to get (She began at 71¢ and was supposed to be raised to 78¢ in thirty days but they made her wait four months to get the raise.)

Union Member - from whom information (as to where Joe Zych lived) was requested by agent insisted on agent's going to plant for information. He said "It is all the same. I am a member but it is just a company union."

Equal Pay:

Mrs. Matovina - Women do not get merit raises they are entitled to. Women are afraid to ask for them. She is over tender and takes cores from women and says that they do better work than the men do - are more careful and do the work properly. She said women's rates are less than men's but that they have taken over men's jobs and do them as well as men do.

Mrs. Matson - Stated that women did the same work as men.

Lion Manufacturing Co.
Chicago, Ill.

Union

Sec 13
Schedule.
#80
a 4 L
Local 719
10

In Union & In plant closed shop
I W
1200 700
Sec # 80 58%

Offices
None

Plant Union

Product
Fuse bodies, electrical parts for Army + Navy. Space time product slot machine. music boxes.

Union has had contract with plant for 5 yrs.
Women have been members for 5 yrs. 1939
Payment of Dues:
Steward
Union office

Women were employed on production in this plant in normal times.

	M	W
No Bargaining Com.		
No Labor Management Com.		
Shop Stewards	5	5
No Grievance Com.		

Other Comm.
None.

Department	No. Employed M	W
Inspection	5	130
Machine Shop	50	50

Contract

Contract expires July 25, 1945
Kind of Contract
closed Shop

Contract does not provided same starting rate for men + women
M. 70¢ in practice
65¢ on contract sheet
W. 55¢
Contract provides same automatic progression policy for men + women.

Contract does not obviate wage discrimination against women.
Contract openly discriminates against women. By providing seperate woman's job classifications + rates
Woman are mentioned in contract!
In job classifications which are by sex.

PW Seniority
Apparently lists are maintained by plant-wide + by sex - Job classifications by sex result in seniority being applied by sex X

Seniority
Women are not discriminated against in
Promotion
Lay-off
Rehiring

Rest Periods
No provision

Lunch Period
No Provision

Leave of Absence
No Provision

Paid Vacation

Service	Allowance
6 mos.	3 days.
7 "	3 1/2 "
8 "	4 "
9 "	4 1/2 "
10 "	5 "
11 "	5 1/2 "
1 yr.	1 wk.
2 yrs.	1 wk 1 da.
3 yrs.	1 " 2 "
4 "	1 " 3 "
5 "	1 " 4 "
6 "	2 wks.

Practices

There are "women" jobs (traditional ones were lighter than mens) B
There are mens jobs on which women are employed. (Screw-machines - men do set-up) W
Inexperienced men + women are not generally started on same job. X
Majority X

No formal job evaluation is used in setting rates for all jobs in plant.
Comparability of women's work on mens jobs is determined by bargaining C
No rates fixed by job - hourly rates by department.

See next page for opinions on whether majority of women are kept at lower rate longer than men. X

D PW Seniority
Lists are maintained by department
*plant-wide X - (see #80)
*Seniority becomes plant-wide in lay-offs if worker can qualify for job - but company can claim workers do not qualify + hire new people from outside.

Seniority
Women are not discriminated against in
Promotion
Lay-off
Rehiring
Plant operates 2 shifts
Women on both
Placement does not depend on seniority.

Rest Periods
Plant provides + pays for rest periods.

Lunch Period
30 min. - not paid for

Pregnancy Policy
No policy
30 days for illness - does not cover pregnancy.
M L

Job & Rate Sheet
Women are on time work. T
Occupations + rates are listed by sex. ✓
All jobs have lower rates for women. XX*
*But not same jobs for majority

WLB Case

Regional number
NR.
Status
pending before Regional Board
Type:
Dispute

Issues
Approval of contract.
Asking equal pay for women performing same work as men being requested.
(Have this in practice but there is no equal pay clause in contract.

Automatic Electric Co. - Lion Mfg. Co.: Chicago, Ill.

Union

IBEW
AFL
Local 715
Chicago, Ill.

10

Local has been organized 30 yrs.

Women have been members for 30 yrs.

Type of women: productive maintenance

Plant-Union

Plants organized by Local Union

Plant	M	W	M	W
	T 1300			
Automatic Elec. Co.	500	800	500	800
Lion Mfg. Co.	500	700	500	700
Kellogg*	500	500	500	500
Other plants	4		4	

* 1st contract under negotiation; women not active in union.

✔ See 80A

Initiation: Class E members 5.00; ABC + Helpers 2.50; Female elec. wkrs. 1.20 [illegible]%

Dues - Non-Insurance mem. Class E (quarterly) 4.50; 3.75; Journeymen 5.85; + Cl D; Female elec. wkrs. 4.35; .20 p.m. to Sick benefit funds).

Insurance - few women. Journeyman 10.35 quarterly; Helpers; Apprentices 8.85

Fines - (1) for failure to attend special meeting; Other assessments 1st per day dues not paid when due; Assessment 25.

If work on job that is unfair.

→ Fine

For Union Committees on which women serve: None

Other Committees: None

Offices held by women: None

Attendance - Do not attend well. Local does not hold regular membership meetings. Special meetings not well attended (Stewards meet monthly + meetings are open to members)

Plant-Union

Product: Automatic telephones - Communication equipment

Union has had contract in this plant for 25 yrs.

Women in this plant have been members for 25 yrs.

Payment of dues: Steward; Union office

Women were employed on production in normal times. ✔

No Contract or Bargaining [illegible]

No Union Representation on plant

Stewards: M 15; W 15 ✔

Bus. Agents handle grievances. (NO COMMS)

Other Committees: None

✗

Contract

Kind of Contract: Closed Shop

Contract expires: [illegible]

Contract does not provide same starting rate for men & women except as women start to work at M. 50, 53, 66, 77¢ W. 46, 53¢ Varies with [illegible]

Contract does not provide same automatic progression policy for men & women. M. + W. not on same jobs & progressive rates different on different jobs.

Contract does not obviate wage discrimination against women.

Contract openly discriminates against women. Job classification & most of women's rates are lower. All the jobs different in many cases. Separate seniority for women. Women are mentioned in contract - No Classification + Rates

Seniority

Lists are maintained by department plant-wide by sex.

Women not mentioned in seniority clauses but jobs are set up by sex except [illegible] women have none on men's jobs.

✗

Women are discriminated against in Lay-off + rehiring

Negroes work on permit for duration. Not reg. members of union. This applies to men + women.

Rest Periods

No Provision

Lunch Period

No Provision

Leave of Absence

Maximum length 3 mos.

Paid Vacations

From 1 yr = 1 wk with pay

From 5 yrs 2 wks with pay

(Now getting 3 weeks for ten yrs + over)

Practice

There are women's jobs. There are men's jobs on which women are employed (but not very many). Inexperienced men & women are not generally started per se. ✗

Regional Number: NR

Status: settled by Regional Board 9/8/44

Type: Dispute

A formal procedure is not used in selecting for all jobs.

Comparability of women's work on men's jobs determined by bargaining; have been equal pay cases taken to Wages & Hours; Women get rate of job as agreed upon between Company + Union.

About 15 women coil winders had been on group bonus & had repeatedly asked for individual bonus as the group bonus was unfair.

See next page for various opinions on whether majority of women are kept at lower paid jobs longer than men.

Rating: W.L.B. on Sept. 8 approximate date approved changes to the individual bonus for the group.

! + PW Seniority Lists are maintained by department * plant-wide by sex - Women have seniority on Women's jobs. * In lay-offs, wkrs. can be transferred to other depts. & bump those with less seniority if they can qualify for the job

Effective on date Sept. 11, 1944

✗

Women are not discriminated against in Lay-off Promotion or Re-hiring (Not at present - future lay-offs will discriminate against W. as they do not have seniority on men's jobs now performing.)

Plant operates 3 shifts. Women on all 3 shifts. Placement does not depend on seniority.

Rest Periods

Plant provides formal rest periods - are paid for.

Lunch Period

30 min. not paid for

Pregnancy Policy

No Policy

Not discharged (will transfer to lighter jobs but some women work too long)

3 mos. illness leave of absence cannot be extended to cover pregnancy

Job + Rate Sheet

Women are [illegible]

Time work (Group + individual bonus) occupations + rates are listed (Women replaced men 12-15 yrs ago on jobs then reclassified as women's jobs)

Rates agreed on men's jobs performed by women

Jobs not same - Max rate for women in some cases equal to max for men on other jobs

Rates are [illegible] (Jobs different)

Female classifications lower than men's - In some cases women's jobs carry higher maximum rates than same of men's jobs.

? 5/44

W.L.B. Case

Mr. Harry Cox, Pres.
Miss Elvira DiCenso, Shop Steward
Mr. Anthony Pusateri, Bus. Agent
Miss Mary DiCenso Union Mbr.
Mr. Howard Koss, Ex. Bd. Mbr.
Mrs. Adeline Vassios, Shop Steward
Mr. Vassios
Miss Catherine Janis, Shop Steward
Mr. Florian Zientra, Shop Steward
Mr. William Rudolph, Mbr. Ex. Bd.
Mrs. Florence Kappler

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of women:
Cox - Thinks there should be a law requiring that women who have taken over men's jobs be laid off after the war.
Koss - Women will move off of men's jobs. Union has verbal agreement that if vacancy occurs on men's jobs if man is available he has right to it.

Equal pay:
Pusateri, Cox, Koss - If women go on men's jobs they get the rate of job. Union insisted on this. (Jobs of men and women are, in main, different jobs)
Cox - Said that if union did not see that equal pay was effective women would be hired for men's jobs and men would be out.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for equal work:
All persons interviewed: Union maintained rate of job for women transferred to men's jobs

Training and upgrading opportunities:
Koss - Is understood that women are put on men's jobs only if men are not available. Few women have objected to this.
Rudolph - Not much opportunity for upgrading. Any done is by seniority.
Elvira DiCenso - Said that women could learn to do men's work (adjusting and repair) in the Telephone Department. (Men's jobs paying 98¢ - women's jobs pay 62¢ - 75¢) but there is the M & F classification and no women have been put on these jobs as older men with more seniority have been available. When there is opportunity for women to be upgraded it is by seniority. She said the women had not complained about the M & F classifications but they had asked for a raise (on her job) on grounds that they got so much less than men and they then got a 10¢ raise.
Koss - said that officers thought men should have jobs if men were available. If shortage of male labor, women could be put on.

Seniority rights:
Janis - Women have seniority on women's jobs but for duration seniority holds in transferring women to men's jobs. Does not think women will accept present seniority status after war. Will give way to returned service men but otherwise will demand to stay on men's jobs.

Special activities in regard to community services:
None.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Elvira and Mary DiCenso - said that women, new in plant, do not recognise what Union has accomplished. They question what they get in return for the money paid out in dues. The women who have been in plant longer know that Union has secured wage increases. Elvira said that she had secured the rest periods for the plant. She got the girls in her department to sign a petition. The the matter was taken up by union committee with management with the result that the rest periods were allowed for the entire plant. Union has secured for coil winders (all women) a change from group to individual bonus which the women have been asking for for a long time. The feel that it is more

fair to all with individual bonus plan.
DiCenso - Said that the Union got Coca-Cola machines put in which means a lot to the workers.

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Men and women not on same jobs except for a very few who have been transferred for duration only.
All Persons interviewed stated that rates (most) on women's jobs were lower than rates on men's jobs. Majority of women are on women's jobs.
Koss: Said that women were not put on men's jobs if men were available.

Lion Manufacturing Company

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for equal work:
Mrs. Vassios - Request has been sent to W.L.B. for equal pay for women
Kappler - The differential of 8¢ fixed at time when jobs were classified as male and female, according to whether they were heavy or light. Then since war women have been placed on heavier jobs - but men help do set up so work is not same.

Training and upgrading opportunities:
Mr. and Mrs. Vassios - Any upgrading done is not by seniority. Those who try to "get in" with bosses get promoted. If union protests company claims girl is "more intelligent."
Zientra - Stated that women were upgraded and that there had been no discrimination shown.
Kappler - said that women would be allowed to do set up if they would take time to study (in evening schools) and learn to read blue prints but that they did not want to take their time in evenings to study. Also they feel that it is not worth while as the war war will w over before they could complete training.

Seniority rights:
Kappler - Women have same seniority as men.
Mrs. Vassios - Same for men and women.

Special activities in regard to community services:
None.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Vassios - Union does not take up many complaints as individually people are afraid to take them up because they feel that company will discriminate against them if they do. Fear some way will be found to fire them.
Kappler - Women who were working in plant before war see benefits Union has brought - better wages and working conditions, seniority rights and fairer treatment. The women who are new in plant (since war began) do not see need of a Union.
Mrs. Vassios - said that seniority was discussed at last Union meeting and that decision was that women would keep their jobs after the war if they qualified for them and that new men are to be kept also. She feels that the decision is not too clear.

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Kappler & Zientra - said that traditional women's jobs were the lighter jobs and for this reason rates were lower. On men's jobs women get less pay because they do not do same work as men.
All persons interviewed said that women's rates were lower than men's.

+ (X) at

American Phenolic Corp.
Cicero, Illinois

15 — 81

Union

I.B.E.W. 13,
A.F.L.
Local 1031
Chicago, Ill.

18

Local was organized 3 years ago

Women have been members 3 years.

Type of worker: 41
Productive
Maintenance

Plants organized by Local

	Plant M	Plant W	Union M	Union W
Am Phenolic Corp.	600	1400	600	1400
14 other plants		70%		70%
included in this lodge	1650	5550	1650	5550
		6950		
Total	2250	6750	2250	6950
		75%		75%
T-9000			T-9000	
9200			9200	

Initiation $1.50
Dues per mo. 1.25
Fines —
Other —

6950

Mr. Darling said that in the IBEW the Business Agents run the union

Committees on which women serve
None

Other Committees
None

Offices held by women
Delegates to Chicago Federation of Labor
(Mr Driscoll-men better to meeting with management than women-I presume but that there are no officers due to lack of interest of women)

Attendance
Quite good. Men attend better. Attendance at shop meetings better & better if issue of importance to be discussed.

Plant-Union Contract

Product 3
Bakelite products-electrical sockets-connectors for Army and Navy.

Union has had contract with plant for 3 yrs.

Women in this plant have been members of union for 3 years.

Payment of Dues check-off

Women were employed on production in normal times. ✓

Bargaining Committee — M 15 — W 40 ✓
No Labor Management Comm.
(Union opposes L.M.C. - In other plants Company saw their "stooges" got elected - then took up problems that should go thru grievance procedure.)
Shop Steward — 3 — 7
Grievances handled by Bargaining Comm.

Other Committees
None

—

Contract

No copy of present contract available. Promise of new contract.

N.R. - date expires

Kind of Contract
Closed Shop

Contract provides same starting rate for inexperienced men & women. ✓

Contract provides same automatic progression policy for men & women.

Contract does not abviate wage discrimination.

Contract openly discriminates against women. Not classifications with differential on some jobs. Being eliminated in new contract.

Women are mentioned in contract in Job & Rate Sheet - Men & F classifications

Seniority
Lists are maintained plant-wide - not by sex ✓

Women are not discriminated against in
Promotion
Lay-off
Rehiring

Rest Periods
Contract provides rest periods for men & women

Lunch Period
No provision

Leave of Absence
No provision
Mr Darling stated that in negotiating for new contract this was also turned down. Then he showed them WLB recommendation for Supported Contract Standards. Last time that the request was agreed to without further discussion

Paid Vacations
N.R.

Plant Practice

There are no "Women's Jobs"

There are mens jobs on which women are employed. (Few are men's jobs because too heavy)
few - ✓✓
Majority - X

B

A formal job evaluation procedure is not used in setting rates for jobs in plants.

Comparability of women's work on mens jobs is determined by management.
(no problem as company can judge very well as to what women can do.)

Opinions as to whether majority of women are kept at lower paid job longer than men.

Women interviewed thought may be upgraded to any job if have seniority & quality - Darling - they had had many classifications - that company agreed that if women did same work they would pay same rate as to men. In Final Inspection there is a 10¢ differential but this is being eliminated in new contract. ○

Seniority
Lists are maintained plant-wide - by sex ✓

Company wants to hold to M & F classifications but union insists on rate of job. X

Plant operates 3 shifts
Women on all.

Placement does not depend on seniority.

Rest Periods
Formal rest periods for men & women paid for.

Lunch Period
30 min. not paid for

Pregnancy Policy
Maximum - 6 months removable up to one year. Can cover maternity cases.
Seniority rights retained — not with pay.

Job & Rate Sheet
Women on time work.
Occupations & Rates listed by sex (eliminated in new contract). ✓
Same on all jobs where women replace men - except Final Inspection. (Differentiation being eliminated) but classifications were posted on materials & jobs. Some units of equal work on jobs that pay less than men's rates.
Higher for women - more experienced.

Men — XX
Not same jobs

WLB Case

—

9/15/44

R. E. Seip, Pres.
Mr. Louis Rossi, Shop Chairman
E. M. Darling, Bus. Agt., I.B.E.W.#1031

Mrs. Ethel Duffey, Steward
Miss Irene Green, Steward

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Darling & Rossi - None. Steward inform members about Union affairs in plant.
Mary Bruscoli: - Union newspaper is of much interest to women. Also have a social club for members.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued employment of women;
Attitude of Rossi very good. Said that women will have full protection. He said "We have had M & F classifications but are going to eliminate this in the new contract."
(Bruscoli said the Union officials had a very good attitude that they really tried to protect the interests of all members alike on seniority.)

Equal pay:
Mr. Darling - Stated that they tried to maintain the rate of the job for women, otherwise, the companies would hire women and men would not have jobs.
(Bruscoli, Green, Duffey said there had been no cut in rates allowed where women replaced men

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for equal work;
Darling and Bruscoli - Said that the Union had maintained the rate of the job for women replaced men.

Training and upgrading opportunities:
Darling - Said that women were upgraded by seniority same as men.
Bruscoli - Stated that women had same opportunity to be upgraded as men. If Company claims that a woman can't do a job which she is in line for the Union demands that she be allowed a trial period.

Seniority rights:
Darling and Rossi - Said that seniority rights are same for men and women. Women interviewed said same.

Special activities in regard to community services:
Union cooperates on Red Cross and Community Fund drives in plant.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Bruscoli - Was very enthusiastic about Union and what it had done to gain equal seniority and wage increases, for women. She said the Union had put them on an equal basis with men. She mentioned also that the Union had obtained a schedule for rest periods and that now the rest rooms were not so crowded as when all went at one time.
Irene Green - Stated that Union had done so much for them and she thought the other women women could give one night to attending meetings.

WLB MATERIAL

ALLEN-BRADLEY CO. MILWAUKEE WISCONSIN

UNION

UERMWA

CIO

LOCAL 1111

MILWAUKEE, WISC.

40

LOCAL WAS ORGANIZED IN 1937

WOMEN HAVE BEEN MEMBERS SINCE 1937

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
ALLEN BRADLEY CO.	700	700	630	530
		50%		46%
	T 1400		1160	
		45.7		

INITIATION	$2
DUES	$1
FINES	-
OTHER	-

COMMITTEES ON WHICH WOMEN SERVE

POLITICAL ACTION	2 WOMEN
ENTERTAINMENT	3 WOMEN
EDUCATION	6 WOMEN

OTHER COMMITTEES

BUILDING FUND

OFFICES HELD BY WOMEN

TRUSTEES (MEMBERS EX. BD.)	2 WOMEN
DIVISION CHAIRMAN	3 WOMEN
BUSINESS MANAGER	1 WOMAN

ATTENDANCE

ALL WOMEN INTERVIEWED SAID THAT W. ATTEND AS WELL AS MEN. IN 4 OF THE 5 DEPTS. REPRESENTED BY THE W. INTERVIEWED IT WAS REPORTED THAT THE W. ATTEND VERY WELL. IN 1 SMALLER DEPT. THEY SAID THEY HAD NOT BEEN ABLE TO GET THE GIRLS INTERESTED.

IN THIS PLANT MANY OF THE WOMEN ARE YOUNG AND HAVE NO HOME TIES SO THEY ARE FREE TO COME TO MEETINGS.

7

PLANT UNION

PRODUCT 3

INDUSTRIAL SWITCHES AND CONTROLS

RADIO AND RADAR SWITCHES AND CONTROLS

UNION HAD FIRST CONTRACT WITH PLANT IN 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1937

PAYMENT OF DUES STEWARD

WOMEN WERE ✓ ON PRODUCTION IN NORMAL TIMES

	M	W
BARGAINING COMM.	5	0
EXECUTIVE BOARD (officers)	10	4
SHOP STEWARD	20	20
DIVISION COMMITTEEMEN (HANDLES GRIEVANCES IN DIVISION)	0	3

NO GRIEVANCE COMM. HANDLED BY BARGAINING COMM. IF NOT SETTLED IN DIVISION

CO. REFUSED TO FORM LABOR-MANAGEMENT COM

NO OTHER UNION COMMITTEES

X

CONTRACT

CONTRACT EXPIRED MAY 1, 1943 - NEW CONTRACT BEING NEGOTIATED

KIND OF CONTRACT EXCLUSIVE BARGAINING AGENT

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN 50¢ PLUS 6¢ BONUS
WOMEN 40¢ PLUS 6¢ BONUS

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN D

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN.

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN. SEPARATE SENIORITY LOWER STARTING RATE FOR WOMEN

WOMEN ARE MENTIONED IN CONTRACT - SEE ABOVE

PW

SENIORITY

LISTS ARE MAINTAINED PLANT-WIDE - BY SEX X

SEPARATE SENIORITY LISTS ARE MAINTAINED FOR W. QUESTION OF WHAT WILL HAPPEN TO THE WOMEN ON MEN'S JOBS IN POST WAR PERIOD IS NOT CLEARED UP.

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS

NO PROVISION

LUNCH PERIOD

MEN - 30 MIN.
WOMEN - 48 MIN.

NOT PAID FOR

LEAVE OF ABSENCE

MAXIMUM LENGTH DECIDED UPON REQUEST

PAID VACATION

1 WEEK WITH PAY FOR 1 YEAR'S SERVICE

2 WEEKS WITH PAY FOR 3 YEAR'S SERVICE.

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED ✓

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB

(over) XX*

*union forgot to mention bargain for equal pay

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS XX*

COMPARABILITY OF WOMENS WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

*Union requested WLB ordered co. pay - co. appealed so not in effect ✓

OPINION ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

SEE NEXT PAGES X*

Note:
*Union fights for women's rights in WLB case.
"Co. just refuses un. demands"

PW

SENIORITY

LISTS ARE MAINTAINED PLANT-WIDE - BY SEX X

WOMEN HAVE SEPARATE SENIORITY - IF NOT CHANGED THIS MAY MEAN THAT W. WILL RETURN TO WOMEN'S JOBS AFTER THE WAR IF ENUF SERVICE MEN RETURN TO FILL MEN'S JOBS.

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION.

PLANT OPERATES 3 SHIFTS WOMEN ARE ON ALL SHIFTS

PLACEMENT DEPENDS ON SENIORITY.

REST PERIODS

MEN - NO
WOMEN - YES PAID FOR

LUNCH PERIOD

MEN - 30 MIN.
WOMEN - 48 MIN.

NOT PAID FOR

PREGNANCY POLICY

LEAVE OF ABSENCE ON REQUEST - NO DEFINITE TIME LIMIT
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB AND RATE SHEET

WOMEN ARE ON TIME WORK - GROUP INCENTIVE T

~~SOME~~ OCCUPATIONS AND RATES ARE LISTED BY SEX ✓

IN THESE OCCUPATIONS RATES ARE LOWER FOR WOMEN XX

WLB CASE

REGIONAL NUMBER III 2238 D

STATUS OF CASE PENDING BEFORE NATIONAL BOARD

TYPE OF CASE DISPUTE

ISSUES

APPROVAL OF CONTRACT, WAGE QUESTION IN DISPUTE
UNION ASKED FOR EQUAL PAY, JOB EVALUATION AND CLASSIFICATION, THAT DAY WORKERS SHARE IN INCENTIVE PLAN, ETC.

Ruling: Regional Board approved contract but wage section was appealed by company and is still not settled. Regional Board ordered minimum starting rates of 55¢ for women and 65¢ for men (common labor); that company pay women the wage rates paid to men for comparable quality and quantity of work on similar operations.

Company field petition for review. Labor members of WLB dissented to denial of Union request in regard to job evaluation and classification, quarterly discussions on above, and notification of classification. Company's petition for review was denied by Rg. Bd. and transferred file to NWLB.

7/1/44

Miss Shirley Mislove - Business Manager
Miss Dorothy Srok - Committeeman
Miss Ruth Tolliffe - Member
Miss Evelyn Strazewski - Member
Miss Esther Rejman - Member
Miss Adeline Berendt - Member
Mr. Earl Hammel - Recording Secretary
Mr. Adam Pierce - Secretary-Treasurer

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Mislove - Reported that activities were planned to interest the young girls. A club has been organized with a program including collecting cigarettes for service men, writing letters to service men, opening a canteen for use of members of Coast Guard station which is near, entertainment groups for Veteran's Hospital and informally have discussed legislative problems and consumers' problems.
One girl is to be sent to workers school this summer.
Women participate in getting out union paper.(Copy attached to schedule.)
Women member sent as delegate to Chicago Conference of American-Polish Trade Union Council, May, 1944.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Kuehne indicated that they would give all the protection possible to the women. Of course service men have to be taken care of and according to present seniority plan women would be likely to be pushed back on women's jobs but not likely to be out of plant as they were in plant before war, and the addition to the plant, already started, will increase the number of employees by about 600, mostly women. He said that if they succeeded in getting the jobs reclassifield they would not be set up by sex and there would be no separate seniority for women. He said that they were now working on the reclassification with the company.

Equal Pay:
Mr. Kuehne said that they had had to fight the company on the question of equal pay for women. He said that the union had asked for equal pay and the WLB had ordered it but the company appealed the case so they are still working with a differential on men's jobs on which women work and where the work is the same performed.
Mislove--Said that the union leaders had a very fine attitude toward the women and were ready to fight for equal pay for them.
Hammel said that the women on men's jobs did the same work as men and of course should have the same pay.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Union has fought very hard to get wage increases and asked for equal pay but so far has not been able to eliminate differential. Kuehne and Mislove
All but one of the girls interviewed said they were doing the same work that men did and for less pay. They do not blame the union, but said that the "fellows had fought for them." Tolliffee, Strazewski and Rejman gave the impression that the interest of the women and their activity was due to the good attitude of the union leaders and to the fact that they had secured wage increases, fairer treatment, that the "fellows had come in and fought for them" on their grievances and the fact that they had "learned new things thru the union."

Training and Upgrading Opportunities:
No special training program except in machine shop where 12 apprentices are allowed.
All persons interviewed reported that women are held back more than men. This is not due to the union but to the company's unwillingness to advance the women.
Mislove - stated that they were trying to get seniority provisions which would allow the women to bid on jobs by seniority the same as the men.

Seniority Rights:
Mislove - Originally women's jobs were so classified on a basis of difference in work performed but now about half of women in plant are on men's jobs and doing same work. Union is trying to get jobs reclassified and elimination of separate seniority. All of the girls interviewed said that they felt that they would have jobs after the war, but that of course some would want to quit. They did not understand the seniority question too well.

Special Activities in Regard to Community Services:
None reported.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Berendt said that the union had got increases in wages.
Strazewski said that the union was wonderful--that it had secured fairer treatment, wage increases, etc.
Rejman said that the majority of women in the plant knew that the union was responsible for the fact that their wages had been increased; that the union handled their grievances; that they could now talk things over and she said, "we learn new things thru the union."
Mislove said that the union was trying to get the girls interested by meeting some of their needs, starting with the things in which they were interested.

Opinions On whether majority of women are kept at lower paid job longer than men:

Mislove said that about half of the women are on men's jobs. The women's jobs were classifield and lowere rates set on a basis of difference in work but most of the women on men's jobs do the same work and the women are kept at the women's rate when they go on the men's jobs. They union leaders have not been prejudiced against the women.
Berendt, Toliffe and Srok said that the differential on the men's jobs was not due to suitability of job or lack of experience--just that the company would not give them the men's rate.

Seniority :

Mr. Kuehne said that the Union request for job classification(by rate of job and not by sex) would make it possible to do away with the separate seniority lists. The fact that the company is expanding and expects tocontinue on a larger scale in the post-war period gives the women a feeling of security on their jobs.

Attitude of men to women :
Hammel said that the men had not resented the woman coming in on men's jobs.

Pay rates :
All the jobs that women do in the plant are at lower rates than the men's.

WROUGHT WASHER MFG. CO. MILWAUKEE WISC.

NR

UNION

USA 6
CIO
LOCAL 1673
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED IN 1938

WOMEN HAVE BEEN MEMBERS SINCE 1938

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
WROUGHT WASHER	160	160	160	160
		50%		50%
1	320	160	320	160

INITIATION $3
DUES $1
FINES - 50¢ FOR NOT ATTENDING MEETINGS (regular)

COMMITTEES ON WHICH WOMEN SERVE
NONE (no committees)
(WILL ORGANIZE POLITICAL ACTION COMM AND WILL HAVE WOMEN MEMBERS)

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
REC. SECY.
TREASURER

ATTENDANCE
WOMEN ATTEND PRETTY WELL - AS WELL AS MEN

PLANT - UNION

PRODUCT 6
WASHERS
TOOLS
DIES
STAMPINGS FOR ELECTRIC FIXTURES ETC

UNION HAS HAD CONTRACT WITH PLANT SINCE 1938

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1938

PAYMENT OF DUES: STEWARD

WOMEN WERE ON PRODUCTION IN NORMAL TIMES (ABOUT 5) ✓

	M	W
GRIEVANCE BARGAINING	5	0
LABOR MANAGEMENT	NR	0
SHOP STEWARD	7-8	1*

*FOR ALL WOMEN

DEPARTMENT	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARD M	SHOP STEWARD W
SORTING WASHERS	ONLY FEW OLDER OR HANDICAPPED MEN	MAJORITY OF WOMEN	NR	1 (FOR ALL WOMEN)
TRACTOR DRIVERS	0	ALL		
CRANE OPERATORS	NR	1		
PACKING	FEW	10		

CONTRACT

CONTRACT EXPIRED NOVEMBER 1943

KIND OF CONTRACT. MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN ✓
MEN - 60¢ WOMEN - 55¢
(MEN AND WOMEN DO NOT BEGIN ON SAME JOB)

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN WHEN ON SAME JOBS 0

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY RATE OF JOB REGARDLESS OF SEX 0

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

WOMEN ARE NOT MENTIONED IN CONTRACT

SENIORITY
PW
PROVISIONS ARE PLANT-WIDE, NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
NO PROVISION 0

PAID VACATION

1 YR. EMP.	2 DAYS WITH PAY
2 YRS "	3 " "
3 YRS "	4 " "
4 YRS. "	5 " "
5+	6 " "

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS" M

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED XX*

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB. X
*over protest of union

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN

NO - WOMEN ADVANCE TO ANY JOB QUALIFIED FOR AND BY SENIORITY. ✓ 0

SENIORITY
PW
LISTS ARE PLANT WIDE NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

NR NUMBER OF SHIFTS PLANT OPERATES - 3
WOMEN ARE ON 2
PLACEMENT DOES NOT DEPEND ON SENIORITY.

REST PERIODS
NONE

LUNCH PERIODS
DAY SHIFT
MEN AND WOMEN
30 MINUTES
NOT PAID

NIGHT SHIFT
MEN - 15 MIN. PAID
WOMEN - 30 MIN. NOT PAID

WAS STATED THAT STATE LAW REQUIRED THE LONGER LUNCH PERIOD FOR WOMEN

PREGNANCY POLICY
LEAVE OF ABSENCE TIME LIMIT NOT DEFINITE
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON TIME WORK T
OCCUPATIONS AND RATES ARE NOT LISTED BY SEX. X

WLB CASE

REGIONAL NUMBER
NR

STATUS OF CASE
PENDING BEFORE REGIONAL BOARD

TYPE OF CASE
DISPUTE

ISSUES
APPROVAL OF 1944 CONTRACT - WAGE QUESTIONS, VACATION PLAN - NO QUESTIONS AFFECTING WOMEN SEPARATELY

7/29/44

Mr. William Stone - President
Mrs. Delia Dietrich - Treasurer
Miss Stella Cieslak - Member
Miss Emma Tronnier - Rec. Sec.
Mr. Andrew Terrai - Vice Pres.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

No special program but Nerrai and Stone said that they had not allowed any discriminating clauses in the contract or to job classification by sex. However, they felt that the company was discriminating against the women on some jobs. Was indicated that former president had not been able to prevent this.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Nerrai said union demanded equal seniority rights for women.
Stone said in any lay off men and women will go out of plant strictly by seniority.

Equal Pay:
Nerrai said that union had insisted on rate of job for women.
Stone (Just elected president) indicated that former president had not given satisfaction to members. He said that the company had argued that women couldn't do work in packing that men did and that on cranes they claimed that men were on more dangerous work.
Women interviewed all said that the women on packing (about 10 women), 1 crane operator, and the tractor drivers (women have replaced all men), all do same work men did but get less pay. They think that with a new president things may be straightened out.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work;
Nerrai said union got the rate of job for women. Same as men's if on same work.
Stone said union demanded rate of job for women but company claimed that jobs were different or that women could not do the work of the men.

Training and Upgrading Opportunities:
Nerrai and women interviewed said thatupgrading was done by seniority. However, majority of jobs women can perform are those sorting washers.

Seniority Rights:
Union has secured same seniority for men and women.

Special Activities in Regard to Community Services:
None

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Women interviewed seemed to blame the former president and the older men in the plant for failure to get equal pay on packing, tractors, and crane jobs. (This does not affect majority of women who are on sorting washers and where women are employed except old or handicapped men).
Women interviewed seemed to have confidence in Stone.
Dietrich--Women have gained equal seniority rights through the union. She said women were rather disgusted at the delays but thinks that the new president may be able to improve things.

Comments:

Jobs and Rates:

Men are hired in on more skilled or heavier jobs so do not begin on same jobs as women.

Women have replaced men as -- Crane operators
Tractor drivers
Packers
Press Operators

Mr. Stone said that women could do same work as men on packing.

Mrs. Dietrich stated that she had been a Class B Packer, that she did even more than the men. She asked to be classed as A Packer but the foreman said "Women can't be A Packers."

Miss Tronnier stated that many women preferred to remain on sorting washers as they could sit.

Mr Stone said that on tractor jobs the company claimed that men had greased own tractors but women interviewed said that this was not exactly true. That one man did the greasing on extra time on Saturday.

Mr. Stone said that on cranes the men handled the more dangerous work.

GEORGE J. MEYER MFG. CO. MILWAUKEE, WISCONSIN

UNION

USA 6.

CIO

LOCAL 1258

MILWAUKEE WISC.

40

LOCAL WAS ORGANIZED IN MARCH 1937

WOMEN HAVE BEEN MEMBERS SINCE 1942

TYPE OF WORKER
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
GEORGE J. MEYER	333	328	326	180
		50 (49.6)		36
T	661		506	

INITIATION $3
DUES $1
FINES - NONE

COMMITTEES ON WHICH WOMEN SERVE
NONE

OTHER COMMITTEES
NONE REPORTED

OFFICES HELD BY WOMEN
NONE

ATTENDANCE
ATTEND PRETTY WELL - "A LITTLE BETTER THAN THE MEN" HOWEVER ATTENDANCE IS NOT SO GOOD FOR MEN OR WOMEN.

1

PLANT - UNION

PRODUCT 4
BOTTLE HANDLING EQUIPMENT (BOTTLE WASHERS, STERILIZERS, ETC.)

UNION HAS HAD CONTRACT WITH PLANT SINCE 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS SINCE 1942

PAYMENT OF DUES
STEWARD

WOMEN WERE NOT ON PRODUCTION IN NORMAL TIMES.

	M	W
BARGAINING agreed	3	1
NO LABOR MANAGEMENT		
SHOP STEWARDS	9	1
NO SEPARATE GRIEVANCE COMM.		
SAFETY AND HEALTH (CO. AND UNION)	NR	NR

DEPARTMENT	NO. EMPLOYED M	NO. EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
MAIN PLANT	284	33	9	0
SHOT PLANT	49	295		1

CONTRACT

CONTRACT EXPIRED DECEMBER 1, 1943

KIND OF CONTRACT.
EXCLUSIVE BARGAINING AGENCY

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN ✓

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN. O

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY RATE OF JOB REGARDLESS OF SEX O

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

NO MENTION OF WOMEN IN CONTRACT

PW SENIORITY
PROVISIONS ARE PLANT WIDE - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION -

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
NO PROVISION

PAID VACATIONS
EACH EMPLOYEE - 2 HRS. VACATION PAY FOR EACH 88 HRS. WORKED DURING YEAR ENDING JUNE 30 '43 AT HOURLY RATE ON THAT DATE. MAXIMUM TIME AND PAY AS FOLLOWS -
5 YEARS OR LESS SERVICE
40 HRS MAXIMUM PAY
7 DAYS " TIME
6-10 YEARS SERVICE
48 HRS MAXIMUM PAY
8 DAYS " TIME
10 YEARS AND OVER
56 HRS - 9 DAYS

PLANT PRACTICE

THERE ARE WOMEN'S JOBS". B
THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED XX
INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB. X

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT. J

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY BARGAINING C

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN - INTERVIEWED WOMEN SAID WOMEN'S RATE WAS LOWER THAN MEN'S BUT THEY DID NOT SEEM DISSATISFIED. THEY DID NOT KNOW WHY THEY HAD THE FLAT RATE OF 72¢ - DID NOT SEEM TO FEEL THAT THE MEN WERE PREJUDICED AT ALL ✓

PW SENIORITY
LISTS ARE PLANT WIDE NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY OFF
REHIRING

PLANT OPERATES 3 SHIFTS WOMEN ON ALL SHIFTS

PLACEMENT DOES NOT DEPEND ON SENIORITY

REST PERIODS
NONE

HAD 15 MINUTES FOR WOMEN - WAS TAKEN AWAY WHEN JOB CLASSIFICATION WAS REQUESTED -

LUNCH PERIOD
MEN - NONE
WOMEN - 30 MINUTES NOT PAID

PREGNANCY POLICY
NO POLICY
COMPANY TRIED TO WORK WOMEN AS LONG AS POSSIBLE WOMEN JUST QUIT

N.M.D.

JOB AND RATE SHEET
WOMEN ARE ON TIME WORK T
NO OCCUPATIONS AND RATES ARE LISTED BY SEX ✓ ✓

WLB CASE

REGIONAL NUMBER
NR

STATUS OF CASE
PENDING BEFORE REGIONAL BOARD

TYPE OF CASE
VOLUNTARY

ISSUES
APPROVAL OF 1943-44 CONTRACT (NO CHANGES ESPECIALLY AFFECTING WOMEN)
CO. CLASSIFIED ABOUT 200 JOBS AS LABOR GRADES - UNION CLAIMS CLASSIFIED WRONG AND DEMANDED RECLASSIFICATION AND BACK PAY

7/29/44

K

P. J. Martin - Fin. Secy. Mr. Walter Hart - Pres.
Mrs. Martha Sarsky - Shop Steward & Bafgaining Comm. Miss Betty Klugler - Member
Miss Kate Olson - Member

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

None

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Martin -- "Depends on production". If production goes down returned service men will push women out. Men do not resent women in the shop.
Hart said women would continue in plant if production keeps up. Service men are guaranteed their jobs.

Equal Pay:
Martin said women should have ~~xxxx~~ equal pay. This should be established not only in their interest but in interest of men also. He said they were able tox stop company's efforts to put women on at lower pay right in the beginning. Said 72¢ rate agreed to as women did not want to do certain jobs. Men and women not on same jobs generally.
Hart did not explain whey women have lower rates.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Martin said union had agreed to transfer of men from main plant to shot plant (when this work began) with their same rates guaranteed. Then flat rate was set for women (72¢) due to fact that women refused to do jobs they disliked.
Sarsky said that women on machine jobs in Main Plant were doing work formerly peformed by men.
Olson said she had gone on set up job to replace a man who had made 87¢ and the foreman wants to give her only 80¢ although there is no difference in the work. Union steward, Mrs. Sarsky, is taking the case and asking equal pay. She said the women seemed satisfied with the 72¢ rate on the other jobs.
Hart did not indicate that Committee had thought much about this question. Just beginning negotiations on new contract and expect to ask that wage question be left open pending decision of WLB on steel case.

Training and Upgrading Opportunities:
Martin said no program of training or upgrading men or women. Company prefers to keep women on one job.

Seniority Rights:
Martin said they are the same for men and women.
Women interviewed said the union had secured the same seniority rights for them that men had and that any lay off would be by plant wide seniority.

Special Activities in Regard to Community Services:
None

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Sarsky says the women are not intereste enough fot the union to be as effective in their interest as it might be; that the union has secured wage raises, fairere treatment, etc. (She seems to be trying to do a very good job for the women in her position as shop

steward and member of Bargaining Committee.)

Olson said that union "secured raises for them"; that she had been satisfied with the 80¢ rate offered her on set up job as she had no family responsibility but union steward, Mrs. Sarsky, had taken up her case for equal pay.

PARTICIPATION OF WOMEN IN UNION ACTIVITIES:

Mrs. Sarsky said that women were not active due to fadt that turnover is high, somd expect to quit after war, etc.

Martin said that many women were interested only in money to buy fur coats.

Carnegie Illinois Steel Corp. - South Works
Chicago, Illinois

Union

U.S.A. 6 •
C.I.O.
Local 65
South Chicago, Ill.
10

Local was organized 7 years - 1937
Women have been members 2 years.
Type of worker: Productive Maintenance.

Plants Organized by Local

Plant	Union
W	W
Carnegie-Illinois Steel Corp., So. works. 12,000 - 2,000 = 8000 - 1000 OR	11
1 14000	9100

Initiation $3
Dues 1.50
Fines -
Other -

Committees on which Women Serve.
Womens organizing Committee.

Other Committees
Servicemens Comm.
Workmens Compensation
Polish
Negro
Legislative
Political Action

Attendance
Poor

Plant Union

Product 6.
Basic Steel - billets blooms. Slabs. plate. shapes, bars, rods, rails, angles, beams, Channels.

Union has had contract with plant for seven years.
Women in this plant have been members of union for 2 years
Payment of Dues. Check-off

Women were not employed on production in normal times.

	M	W
Bargaining Comm - is company wide — Not for So. Works.		
Labor Management Comm.	7	0
Shop Steward	354	30
Grievance comm.	42	0

Other Committees
None

Contract

Contract expires April 1, 1945 - Automatic renewal unless change or termipated as provided in contract
Kind of Contract Maintenance of membership

Contract does not provide same starting rate for inexperienced men + women.
Contract does not provide same automatic progression policy for men + women.

Contract obviates wage discrimination against women by Equal Pay Clause.
Contract does not openly discriminate against women.
Women are mentioned in contract in Equal Pay Clause.

Seniority
Provides for agreement between local Grievance Comm. + Management. Mr. Mischeau said that agreement had not been reached.

Women are not discriminated against in
Promotion
Lay-off
Rehiring

Rest Periods
No provisions

Lunch Period
No provision

Leave of Absence
No provision

Paid Vacations
3 yrs or more = 1wk.
15 yrs or more = 2 wks.

Policy

There are no "Womens Jobs"
There are mens jobs on which women are employed.
Inexperienced mens women are not generally started on same job.

A formal job evaluation procedure is used in setting rates for jobs in plant. (Mischeau said that the job evaluation had caused them much trouble + he thought there was no such thing as scientific job evaluation)
Comparability of Womens work on mens jobs is determined by management

Opinions on whether majority of women are kept at lower paid job longer than men.
No discrimination reported by any person interviewed.
Joanne Kelley - said that men + women alike progressed from the minimum beginning rate faster than men formerly did.

& Dur. PW
Seniority
Lists maintained by:
Department - 1st } not
Plant-wide - 3rd } by
Division - 2nd } Sex
Mischeau said that the Company did not agree with Union on Seniority but held that " was by division + were not consistent even in this claim. He said that the contract provision on seniority was very poor

Women are not discriminated against in,
Promotion
Lay-offs
Rehiring
Plant operates 3 shifts
Women on all - few on 3.
Placement does not depend on seniority.

Rest Periods
No Provision

Lunch Period
20 minutes paid for
Maintenance workers - 30 min. not paid for.

Pregnancy Policy
Leave of absence maximum of 2 yrs
Seniority rights are retained.
without pay.

Job + Rate Sheet.
Women are on Time work - T
Production bonus.
Occupations + rates are listed by sex.
Same on all jobs where men + women do same work.
Lower for females on no jobs where men + women do same work.
Waiver for female - some have higher rated jobs than men.

WLB Case

Regional Number NA.
Status: Settled before Regional Board.
Type Dispute.

Issues
Women replacing men on plant clerical jobs have been placed on salaried list + cannot be members of Union. They begin at $80 $90 per month + men whom they replaced were paid hourly rates + made from $150 to $175 per month.
Union has taken case to the WLB. Hearing next week in Chicago.

196/44

Albert Towers, Pres.
Mrs. Joanne Kelley, Inspector. Editor of Local 65, U.S.A. Newspaper
Miss Elsa Graves, Slow Cool Operator
Steve Lesniewski, Rec. Sec.,
Miss Katharine Martin, Chmn. of Women's Org. Com., Steward
George Mischeau, Intn'l. Rep.
Miss Virginia Lasser, Steward

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Joanne Kelley - Stated that Union had not had any program specifically directed toward the women. She feels that she could have made better use of union newspaper than she has.
Mischeau - said that they had had social activities, dances, parties and special women's meetings.
Martin - is a chairman of the Women's Committee. She said that they had had two parties especially for the women which were attended by about 200 women. These were purely social affairs and the women felt freer to come but they are afraid to come out to union meetings, fearing foreman will find out.
Martin and Lasser - felt that one of the reasons that the union had failed to reach the women was that the company was very anti-union and foremen heard much talk in mills against the Union.

Attitude of Local union officials interviewed towards
Continued employment of women:
Mischeau - Thinks work in steel mills is not suitable for permanent work for women and that they will not want to remain after the war. He said that turnover among women was high.
Lesniewski - Stated that women had proven that they could do jobs but that seniority would push them out. He said that some of the women were up in the Union office the previous day discussing the question of post-war jobs and that they thought they should stay on their jobs.
Elsa Graves - Said that men officers had pledged that they would back the women in case of any layoff to see that they were not discriminated against but that by the time the war was over "They might change their minds." She thinks a good many women will want to remain in the mills rather than go back to lower paying jobs in service trades.
Towers - Stated that girls signed cards when employed that they will give up jobs after the war. (No one reported that Union had tried to prevent this or stop it.) Did not make statement that revealed attitude. Said that seniority of returned servicemen might push women out.

Equal Pay:
Mischeau - Believes that women should get same rates as men
All persons interviewed said that the Union officials had been O.K. in regard to securing equal pay for women.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for equal work:
All persons interviewed stated that the Union had maintained rate of job. There are no female job classifications carrying lower rates.
Elsa Graves - said that equal pay had been secured even in cases where women did not do all of the job that men did. She said that the women recognized that the Union had done this for them.

Training and upgrading opportunities:
Lesniewski - Stated that upgrading of women to jobs which they could perform and transferring of men to heavy jobs had worked out all right. He said that men 60 years

old had been on some of the lighter jobs but as they did not qualify for better jobs jobs they were transfeered to labor jobs and replaced by women. Those women had also been upgraded from these to other jobs. This met with some objection but on a basis of need for the war effort had been done.

Seniority rights:
All persons interviewed stated that seniority rights were the same for men and women.
Martin and Lasser - Stated that women are required to sign statement at time of employment that they will give up their jobs after the war with the exception of 14% who may be retained. They think the 14% will just about take care of office force. The Un on has not done anything abouth this though Mr. Towers said that the Union did not take this position.
Towers - Said that they did not know what would happen after the war - that the company had had women sign cards upon employment by which they agreed to give up jobs after war. However, the Union has not agreed to this.

Special activities in regard to community services:
Union was active in working with community organizations in securing a very modern library for South Chicago. This library has forum meetings with labor and community people as speakers; holds annual labor exhibit and program - (See Local 65 Newspaper, 9/5/44)
Union also was active in cooperation with other agencies in securing day nurseries for South Chicago. (However, without 24 hour service and with women on three rotating shifts needs are not adequately met).

OPINION OF INTERVIEWED WO EN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Kelley - Stated that in her department many women were not interested in the Union. Majority are over 25 married women who have children, do their own laundry and housework etc. Also women feel they have temporary status so see no need to pay dues. She feels that Union leaders should have seen that women were on Grievance Comm. as this in the most important place to have the women represented. Of course women have not attended meetings or been active enough to gain the support needed to get elected. However, one woman was nominated as delegate to theU.S.A. National Convention and received a large number of votes, indicating that she received much support from male workers. Mrs. Kelley said she had tried to get men leaders to see that some women on committees and in office was the way to get more interest among the women.
Martin & Lasser - Say women do not, in general give Union credit for having done anything for them. They are not interested, do not attend meetings or participate in any way. They (martin & Lasser) have taken up complaints for themselves that have brought gains for other women but for most part women are afraid to take up complaints even where they are discriminated against by being held back while men with less seniority have been advanced.

COMMENTS:
In interviews with officers and members of Local 65, U.S.A. questions of lack of interest in Union affairs among women, Union complaints of unsanitary conditions in plant, cafeterias, union education programs, etc., were discussed.
Mr. Towers - President of Local 65, stated that he did not know of any plans or programs of U.S.A. local unions or of the International which had been undertaken for purpose of interestin women, developing leadership among that group, etc. No women has been employed on the staff of U.S.A. for organizational or educational work. He had not heard of such plans as that of Union Counsellors in U.A.W.A. but was interested.

Mr. Towers wanted information about what W.P.B. would do to secure improvement in

plant feeding services.

Miss Graves - A slow cool operator in the 44' structural mill is chairman of the National Industrial Council of the Y.W.C.A. She was very interested in the W.B. material. She will participate in a radio forum in New York on October 17 (Herald-Tribune Forum) on Will Women Stay In Industry.

She was also interested in suggestions of possibility of women's committee getting out a questionnaire to women members on post-war employment of following up with requests to Union officers to clear up seniority question as it applies to women.

International Harvester Co.-East Moline Ill. # 1

UFEMWA
CIO
104
East Moline, Ill.

Contract signed May 1943

Women have been members of the union since May 1943

Plant: Int. Harvester Co. employees Tot. 2500, W 3-400 (12-16); Union members Tot. 2475, W 375 (15)

Initiation $5.00
Dues 1.50
Fines -
Others -

Committees other than plant: none
Offices held by women: none

Women's attendance is not very good, but they are active in the shop.

Product: agricultural implements and war work for the Army

Productive and maintenance workers.
employees Tot. 2500, W 3-400
members Tot. 2475, W 375

Stewards collect the dues

Women were employed on production in normal times.

	M	W
Plant Com.	74	6
Stewards	5	6
Grievance	NR	0
Labor- Man.		

No special program for women.

Contract expires: not before the end of the war nor less than one year after its signing.

Maintenance of membership

Contract does not provide same starting rate for men and women.
Contract does not have same automatic progression policy for men and women.

Equal Pay
Contract does not have an equal pay ~~or a non-discrimination~~ clause for women.
Contract does have a non-discrim. clause re: sex.

Seniority
Plant-wide and departmental, not by sex.
Contract does not limit women's seniority specifically.
Placement on shifts by seniority is not included.

Rest Periods
No provision.

Lunch Provision
for 3d shift 15 minutes if machines must be stopped.
No provision 1st + 2nd

Leave permitted for good cause, max. time not stated.

Rate and Job Sheet
Jobs and rates are not classified as male and female. Highest rate for men $1.10+incentive (welding)
On jobs employing both men and women latter get the same rate as men.
Most women are on piecework.

Comparability of men's and women's jobs is decided by foreman and by agreement.
Most workers are started at the lowest rate.

Women are usually kept on the lower paid jobs.
Higher paid jobs are suitable for women

Women are given equal seniority with men.

N R

N R

Pregnancy
90 days leave, may be extended

W L B Case
between: International Harvester Co. and UFEMWA-CIO 104
case no. 111-2789 D

a dispute case

Issues
Wage allowance
Wage increase in some classes
Seniority
Guarranttee of piece rates

Ruling pending before Regional Board.

12/9/43

Upgrading and Training

No plan or program. The women are reported to be satisfied with their earnings on piecework jobs.

Offices.
By-laws of the union forbid the holding of any office until candidate has been a member for at leastnone year. Women have been in the union only seven months.

Only place in contract, besides nondiscrimination clause where women are mentioned is in article 9 which provides that starting rates be ~~xxx~~ increased for both men and women.

John Deere Plow Co. - Moline, Ill.

UFEMWA 1. CIO 150 Moline, Ill. 14	06	Plant Union John Deere Plow Co. employees members Tot. W Tot. W 1121 80 739 40 7% 5%	Initiation $3.00 Dues 1.25 Fines - Others -	Committees other than plant: Entetainment Offices held by women: Recording Sec'y. Trustee	Women's attendance is poor, few go to meetings.
Product: 4 agricultural implements, small % of war work.	Productive and maintenance workers. employees members Tot. W Tot. W 1121 80 739 40	Stewards collect the dues.	Women were not employed on production in normal times.	Plant Com. M W Stewards 40 5 Grievance NR 0 No labor-man. com. X	No special program for women.

No contract yet. Using a "working agreement" until WLB decision on pending contract. NC		Equal Pay	Seniority NC	Rest Periods	Lunch	Leave
Job and Rate Sheet None available. NR Highest rate women are paid is 80¢ per hour (tool grind.) and piecework beptiis 70¢/ piecework earnings. T&P N R if men and women get same rate on same jobs.	NR Comparability of men's and women's jobs is decided by foreman. M Most women are started at the lowest rate, most men are not. M 70¢ W 60¢ Beg. rate X	Women are usually kept on the lower paid kobs. X Higher paid jobs are suitable for women.	N R on comparative seniority of men and women. NR	N R	NN R	Pregnancy No set policy. Leave allowed

W L B Case

betweem : John Deere Plow Co. and UFEMWA-CIO 150

case no. 111-2303

a voluntary case

Issues
Approval of Union Agreement

Ruling
pending before Regional Board

12/43

Feltex Corp. - Rock Island, Ill. # 3

UFEMWA CIO 133 Rock Island, Ill.	05	Plant Feltex Corp. employees Tot. W 5-600 350-400 550 375 68%	Union members Tot. W 540 300 56%	Initiation $2.00 Dues 1.50 Fines - Others -	Committees other than plant: none Offices held by women: Recording Sec'y Fin. Sec'y- Treas. Chmn Grievance C. Delegates to City Industrial U. Council.	Women's attendance is fair, but they are active in the shop.
Product: fiber containers for shells.	Productive and maintenance workers. employees members Tot. W Tot. W 5-600 350-400 540 300	Stewards collect the dues	Women were not employed on production in normal times.	Plant Com. M W Stewards 8 9 Grievance NR NR La bor-Man. some latter com. is not stressed as co. is uncooperative NR		No special program for women.
Contract expires: July 1943 and continues unless one party asks a change. Open shop and (by order of WLB) maintenance of mem'ship.	Contract did not provide equal starting rate for men and women (WLB ordered it later) Contract does not provide same automatic progression policy. Women are mentioned.	EQual Pay Contract has no equal pay clause. Rates are listed by sex. Approved by WLB	Seniority Plant-wide, not by sex. Contract does not limit women's seniority specifically. Shift placement by seniority is not included.	Rest Periods No provision	Lunch No provision	Leave 30 days a year, may be extended Keep seniority, no pay
Job and Rate Sheet Jobs and rates are classified as male and female. Top rate set for women 65¢; for men $1.20 In jobs employing both men and women latter get the same rate as men.	Comparability of men's and women's jobs is decided by foreman and agreement. Most women are started at lowest rate, most men are not. (Women interviewed felt that women were willing	Women are usually kept on the lower paid jobs. Higher paid jobs are suitable for women.	Women are not given equal seniority with men as they have an understanding thay they will not go on men's jobs when men are available. (Women interviewed felt that for the most part women were willing to stay on women's jobs).	N R	N R	Pregnancy Both leave and discharg are reported as the polic of the plant no policy

W L B Case
between: Feltex Corp. and
UFEMWA-CIO 133
case no. 111-710 D and 11-142 C (consolidated case)

a dispute case

10/23/44 - WLB ordered Arbitration

Issues
Equal pay,
Increase in rates,
Elimination of male and female rates.

Ruling (Regional)
Approved equal pay
Refused wage increase
Approved maintenance of membership
Ordered 55¢ hiring rate for M & W

12/8/43

#5

Training and Upgrading
Union has no program for this as it is thought unnecessary. Women can do most of the jobs in the plant now, and not much training is needed for them. Women are even on three jobs listed as male in the contract.

W L B Case

The union and the company and the Ordnance Representstive have signed form 10 in a voluntary agreement on wages. They propose a 70¢ hiring rate for both men and women.

The financial secretary- treasurer was very active in the union. She had had previous experience in unions, had been active in the Amalgamated Clothing Workers . She said that the company was very antagonistic: it is hard to get concessions. The male and female rates are to be eliminated in the new contract which is pending before the WLB. She said that women were mostly in agreement about not taking men's jobs away from them.

Union Malleable Iron Works of Deere Co. East Moline, Ill. #4

I U A A A W A 21 C I O 81 East Moline, Ill. 15	OS.	Plant Union Malleable employees Tot. W 520 150 29% Union Iron. members Tot. W 435 135 31%	Initiation $2.00 Dues 1.00 Fines - Others -	Committees other than plant: Recreation Sick Offices held by women: Trustee	Women's attendance is fair - but they are active in the shop.
Product: castings for farm equipt-ment. 6	Productive and maintenance workers. employees Tot. W 520 150 members Tot. W 435 135	Stewards collect the dues.	Women were on some production jobs in normal times. e.g. core-making, inspection. Have about twice usual no. W now.	Plant Com. M W Stewards 19 2 Grievance 5 1 Bargaining NR 1 No labor-man. com.	No special program for women.

Contract expires: May 10, 1944 continues unless one party requets a change. Open shop and maintenance.	Contract does not provide same starting rate for men and women. M 50¢ W 40¢ Contract does have same automatic progression policy. Women are mentioned.	Equal Pay contract has equal pay clause. Rates are listed by sex, and are lower for females.	Seniority Plantwide and departmental, not by sex. Contract does not limit women's seniority rights specifically. Placement on shifts by seniority is not included.	Rest Periods No provision	Lunch When 3 shifts are used, each is to get 15", paid. Otherwise, same as at time signed. (Also 15")	Leave for "brief periods", retain seniority.
Job and Rate Sheet Day work rates and jobs are classed as male and female, piecework is not. Highest time rate for men $1.20 (iron pourers) for women 80¢ On jobs employing both men and women latter get the same rate as the men.	Comparability of men's and women's jobs is decided by foreman and agreement. Most women start at lowest rates, most men don't. M 79¢ W 60¢	Women are usually kept on the lower paid jobs. Company had tried women on most of the possible jobs.	Women are given equal seniority with men.	N R	N R	Pregnancy Both discharge and leave are reported as policy. no policy

W L B Case
between: Union Malleable Iron Works of the John Deere Co. and UFEMWA-CIO 81
case no. 111-216 D
a dispute case.

Issues
Wage adjustments (molders)
Time studies
Inequalities in pay
Back pay (1 woman)
Vacation pay (1 woman)
etc.

Ruling
pending before Regional Board panel hearing 8/43

12/4/43

#4

Upgrading and Training
No program as it is not necessary. Training is done on the job. Company has tried women on all jobs possible, already.

Union President said that women were quite active in the shop, and that they were very quick to take up their complaints through the union.

International Harvester Co. - East Moline, Ill. #5

Union

UFEMWA CIO 156 East Moline, Ill.

OS

Plant employees Tot.	W	Union members Tot.	W
190	~~NR~~ 100(est)	110	~~NR~~ 50(est)

Initiation $2.00
Dues mo. 1.50
Fines -
Others -

Union committees other than plant: N.R.
Other: N.R.
Offices held by women:
Trustee
Financial Sec'y.

Women's attendance is very good.

Plant-Union

Product: agricultural implements, (has also Army Ordnance Contract)

Clerical workers

employees Tot.	W	members Tot.	W.
190	NR	190	NR

Stewards collect the dues.

Women were not employed in offices in normal times.

Plant Com.	M	W
Stewards	7	2
Grievance (some women are on this)	NR	NR
Labor- Man. (women on this too)	NR	NR

No special program for women.

Contract

Contract Expires: 1944 (signed 11/17/43) Open shop, and maintenance of membership.

Contract does not provide for starting rate. Contract does not provide for automatic progression policy.

Equal Pay
Contract obviates discrimination by two non-discrimination clauses. (Wage sections of Contract pending before WLB.)

Seniority
Departmental, and office-wide (after one year,) not by sex. Contract does not limit women's seniority, Placement on shifts is by seniority. Seniority to prevail in promotion, layoff.

Rest Periods
15 min. 2 times a day for women.

Lunch
15 min. for men and women when on one of 3 shifts, with pay.

Leave
For good cause, specifically 12 for pregnancy with seniority. Max. length other NR.

Plant Practices

Job and Rate Sheet NR (Current one not available) Highest rate women are getting is $31 week (clerical work)

Compapability of men's and women's jobs is decided by office manager. Starting rate: NR.

Women are usually kept on lower paid jobs longer than are men. Some higher paid jobs are suitable for women.

Women are given equal seniority with men.

NR on practice

NR on practice

Pregnancy Leave of absence is the policy 12 mo.

ML spec

W L B

W L B Case
between: International Harvester Co. East Moline Works, and UFEMWA-CIO 156
case no.: 4342
a dispute case

Issues
Wages section of Contract
Equal pay,
Elimination of male and female classifications.

Ruling
Pending before Regional Board.

12/9/43

9K

International Harvester Vacation Plan

Applies to salaried employees(according to agreement)

a.An employee with 6months and less than 12 months service entitled to 1week with pay

b.An employee with 12 months or more service entitled to 2weeks with pay.

c. Vacation pay based on salary in effect at time of leaving for vacation.

Only use of the word female is in the clauses about restperiods for women and pregnancy leaves.

Seniority
Equal seniority is guarenteed by provision that a "longer service employee may replace a shorter service employee if he or she is capable..."sec.7art12

NR ✓ Minneapolis-Moline Power Implement Co. 14 Moline Ill. #6

U E R M W A 3 C I O 814 Moline, Ill. 14	Women have been in the plant since about the first week of Nov. 1943	Plant employees Tot. 450, W 50 Union members Tot. ~~480~~ 590, W ~~50~~ 121 11 11	Initiation $2 Dues (mo.) 1 Fines - other -	Women are on no committees and hold no offices because they have been in the plant such a short while. None	Women's attendance is good.
Ptoduct : farm equiptment and forging for the Army and Navy	Productive and maintenance workers. employees Tot. 450, W 50 members Tot. 450, W 50	Stewards collect the dues.	A few women were employed on assembly work before the war. ✓	Plant Com. M 21, W 1 ✓ Stewards Women are on no other committees.	No special program for women.

Contract expires: Dec. 1943 Open shop and maintenance of membership	Contract does provide same starting fate for men and women. ✓ Contract does have same automatic progression policy for men and women.	Equal Pay Contract did not have equal pay clause (but WLB ordered it. ✓ Contract has provision for pay by rate of job.	D PW Seniority Plant-wide and departmental, not by sex. ✓ Contract does not limit women's seniority specifically. No provision is made for shift placement to be by seniority.	Rest Periods No provision.	Lunch No provision	Leave No provision O
Job and Rate Sheet B ✓ Jobs and rates are not classed as male and female, except packaging which is NR ✓ a "woman's job". Highest rate for men is $1.80, no top limit set for women. Highest pay a woman is getting is $1.07 (spray painter helper) All but eceptiona bove is piecew. W On jobs done by M&W women get the same rate as men.	Comparability of men's and women's jobs is decided NR by foreman and by agreement. M+C Most workers are not started at the lowest rate.	Women are not usually kept on the lower paid jobs longer than men. ✓ Higher paid jobs are suitable for women.	Women are given equal seniority with men. ✓ D-PW Shifts-NR	N R	N R	Preganay No xxx set policy. Leave allowed Next Policy extension

W L B Case
between: Minneapolis-Moline Co. and
UERMWA-CIO 814
case no. 6-6561

a voluntary case
11-44 - WLB partially approved joint application

Issues
Reclassification of all jobs and fixing of their rates,
Minimum rates,
Equal pay
11-44 - Req WLB approv

Ruling
Approval of agreement
Min. 5¢ under rate of job (except packing at 65¢ an hour)
Equal pay
11-44 - Req. WLB approved proposal to adjust piece rates

12/1/43

The president of the union, Mr. Carlson, said that the Minn- Moline Co. cooperated with the union very well, better than the Eagle Signal Corp.((schedule # 8)

Seniority provisions in the Contract (added among comments at back)

1. Seniority shall date from the first day of service with the company.
2. Status shall not be acquired until an employee has worked with the compny for sixty days in a twelve month period. Until status has been acquired,an employeee may be laid-off or transferred or dismissed without cause.

John Deere Harvester Works - East Moline, Ill. # 7

I U A A A W A C I O 865 Moline, Ill.	05	Plant: John Deere Harvester Wk employees Tot. 2043 W 400 Union members Tot. 1700 W 260	Initiation $ 2 Dues (mo.) 1 Fines - Others -	Committees other than plant: Education, Political Action, Legislatife Offices held by women: None	Women's attendance is about the same as men's, fair.
Product: agricultural implements	Production and maintenance workers. employees Tot. 2043 W 400; members Tot. 1700 W 260	Stewards of financial secretary collect the dues.	Women were employed in one department in normal times. That work was sewing canvas	Plant Com. M 57 W 3 Stewards NR 0 Grievance No labor-man. committee because co. refuses to cooperate.	No special program for women.

Contract expires	Contract provides	Equal Pay	Seniority	Rest Periods	Lunch	Leave
Feb. 1944 continues until one party asks a change. Open shop and maintenance of membership	same starting rate on piece work, different on time (unskilled hired on that) M 70¢ W 60¢ Contract does not provide same automatic progression for M & W	Contract obviated discrimination by equal pay clause Contract openly discriminates against women (see over)	Plant-wide and division al., not by sex. Contract does not limit women's seniority specifically. Shift placement by seniority not included.	No provision	15 min for both men & women each shift, with pay.	for "brief periods" max. not given

Job and Rate Sheet	Comparability of men's and women's jobs		Women are given equal seniority with men.	N R	N R	Pregnancy Leave, but too short to cover pregnancy.
Jobs and rates are clased as male and female, on beginning day work and some others. No top limit set for women, highest pay is $1.25; highest woman is getting is 90¢ hour, but on piecework may make $13 (by incentive rate). W get same rate as men on same jobs.	is decided by foreman and agreement. Most workers are not started at the lowest rate.	Women are not usually kept at the lower paid jobs longer than men. Higher paid jobs are suitable for women.				

W L B Case
between: John Deere Harvester Works and
U UAAWA-CIO 865
case no. 111-1922 D

a sdispute case

Issues
Equal pay
Adjustments of wages on war jobs
Transfers
Reclassification of jobs

Ruling
panel recommended arbitration
arbitrator, ordered:
Women to get 85¢ on inspection
company signed agreeing to this
(formenly M 85¢ lead man 90¢ women 70¢)

12/10/43

Both the International Representative and the President were very cooperative. Their attitude toward women was good.

Women's employment
A few women were employed in the plant before the war; they were sewing canvas for the most part. They entered in much larger numbers after the war began and are doing a good job. Women are doing aneven better job than the men on inspection.

Rates
The President said that the piece rates and incentive rate on inspection have been overlooked by the company. That is the reason for the high earnings of some of the women. Also, the women are working faster, infact they are more adaptable.

Vacations Contract Article XII
For employees with 5 years' service - two weeks with payclaculated on the basis of a forty hour week.
For employees with less than 5 years' service - 1 week with pay on same basis.

The only mentions of women in the contract are in connection with the starting and other wage rates.

UERMWA CIO 814 Moline, Ill. same local as on schedule no. 6	05	Plant Union Eagle Signal Corp. employees members Tot. W. Tot. W. 175 80 140 73 46% 52%	Initiation $2. Dues 1. Fines - Other -	Committees, other than plant: none Other: none Offices held be women: Recording Sec'y.	Women's attendance is fair.
Product: bomb sight units, teletype parts, timers, (100% war work)	Productive and maintenance workers employees Tot. W. 175 80 members Tot. W. 140 73	Checkoff after 60 days employment.	A few women were employed on assembly jobs in normal times.	Plant com. M W Stewards 5 0 Bargaining NR NR (women were on this com.) No labor-management as company is uncooperative	No special program for women.

Contract expires: April 1944 - and continues until one party requests a change. Open shop and maintenance of membership	Contract does provide the same starting rate for men and women. Contract does provide the same automatic progression policy for men and women.	Contract obviates wage discrimination by equal pay clause. No disc. clause Contract does not openly discriminate against women Women are mentioned in Contract.	Seniority Departmental, and not by sex. Contract does not limit women's seniority. Placement on shifts ~~is not~~ by seniority. is not provided for.	Rest Periods No provision	Lunch No provision	Leave Permitted for union business (no other reason mentioned)
Job and Rate Sheet Jobs and rates are not classified by sex No top rate set for women specifically; top pay is $1.25 (tool and die making) In job employing both men & women they get the rate of the job. Highest a woman is getting is .65 p.h.	Comparability of men's & women's jobs is decided by foreman. Most women are started at the lowest rate; most men are not; M .65, W .45 Men demand more; and cannot be hired for less. Women are willing to begin at lower rate.	Women are usually kept on lower paid jobs longer than men Union sees to it that equal pay clause is enforced where men and women are on same job. Higher paid jobs are suitable for women. Union pressed for upgr. W.	Women are given equal seniority with men. Shifts - NR	N R	N R	Pregnancy No policy set - a few cases have arisen and the women quit.

W L B Case
between: Eagle Signal Corp., and
UERMWA-CIO 814
case no. 6-16,306

a voluntary case

Issues

Equal pay
Vacation pay,
Minimum and learners' pay (45¢), base rate (50¢) on productive jobs,
Rates for different classifications
Individual adjustments

Ruling

Approval of parties' application, included order of equal pay.

12/14/43

The union has many problems in this Eagle Signal plant because the company is antaginistic. The union has not been able to secure a very good contract;(the present one does not provide for equal starting rate for men and women, for maternity leave, etc.) These statements are from the president of the local.
Note - Contract has two clauses precluding discrimination because of sex. They are section 2, and section 28. Schedule "A" includes qualifications for different jobs and their rate ranges but in no place in that schedule is sex mentioned. In section 20 the starting rate is put at 45¢ an hour and no difference is mentioned for men or women. Employees are to progress to 50¢ on regular assignment aned again no sex differential is mentioned.

Mr. Wheelock, the International Representative, said that they had no maternity leave clause in their contract ar Eagle Signal but that he was getting"some new ideas " and he wanted to see that this went into the new contract, which is to be negotiated very soon.

Training and Upgrading
It is not necessary to adapt the jobs to women as women can perform them now. The union has been pressing the company to upgrade women but has so far been unsuccessful. What training is given is given by the foreman on the job.

Vacations.
Employees,who have been with the company for one but less than two years, are entitled to one week's vacation with pay for forty hours.
Employees who have been with the company for more than two years are to get two week's with pay for 80 hours.
Any discharged employee is to get the vacation pay due him for the lenght of time he put in before he was fired.

J.I.Case, Rock Island Works - Rock Island, Ill.

I U AA A W A C I O 806 Rock Island, Ill. 17	05	Plant J.I. Case Co. employees Tot. W 1100 250-300 see over 23-27	Union members Tot.m W. 925 100 11	Initiation $2.00 Dues mo 1.00 Fines - Other -	Committees othe than plant; no women on committees. Offices held by women: none.	Women's attendance is not very good.
Product : tractors, farm implements, plane wings.	Productive and maintenance workers employees members Tot. W Tot. W 1100 250-300 925 100	Stewards collect nthe dues.	Women were not employed on production before the war. (Aircraft Dept. new since war)	Plant Com. M W Stewards 22 4 Grievance NR 0 No labor-management as co. refuses to cooperate		No special program for women.

Contract expires: April 1944, unless continued by mutual consent. Open shop and maintenance of membership	Contract has no provision for starting rate or automatic progression policy.	Contract obviates discrimination by equal pay clause. Contract does not openly discriminate against women. Women are mentioned in contract.	Seniority Departmental, and not by sex. Contract does not specifically limit women's seniority rights. Placemant on shifts is not provided for	Rest Periods No provision	Lunch 15 minutes for men and women on 2nd shift of two shifts and on all of three shifts. 1 shift - 30"	Leave No provision.
Job and Rate Sheet Jobs and rates are not classified by sex No top limit set for women, highest pay is for electricians and maintenance labor 1.15 Highest a woman is getting is .95 perhr. plus incentive(lathe) top for women in aircraft dept. is .83 W. Same jobs.	Comparability of men's and women's jobs is decided by foreman. Most women start at the lowest rate, most men do not.(M .05 less than rate of job; W .10 less Union contested non basis of contract but has so far been unsuccessful.) in aircraft dept.	Women are usually kept on lower paid jobs. (see over for contest on this matter.) Higher paid jobs are suitable for women.	Women are given equal seniority with men.	N R	N R	Pregnancy No set policy. #9 Leave allowed no set policy

W L B Case

between: J.I.Case Co. and
IUAAAWA-CIO 806
case no. N R

a dispute case 6/1/44 - Dispute decided by Reg. WLB. Ordered 10¢ p.h. increase in aircraft Div. retroactive to 5-7-43 to cessation of this Division 1/44.

Issues
Approval of contract(equal pay clause)
Maintenance of membership
Individual contracts
Adjustments of wages in aircraft dept.
Application of cost-of-living bonus to daily
x 10¢ increase per hour in rates in aircraft Div.

(see over for more on the WLB Case and Ruling)

12/13/43

W L B Case
The Board ordered: abolition of cost-of-living bonus as such,
increase in regular day and piece rates,
approval of contract,
discontinuance of individual contracts,
maintenance of membership.
The refusal of the company to carry out some of the orders of the board led to an appeal by the union, specifically about maintenance of membership and equal pay in the aircraft department where most of the inexperienced women are started. In June 1943 the company issued a letter to the Board re: its ruling of July 1942 in which management agreed to most of the provisions of the order. In this letter the company said it " agreed to forgo its constitutional right to obtain individual contracts..... The J I Case Co. has agreed to comply with the Directive Order for the duration of the war ... not because of any belief that the Directive Order is either economically sound legally or morally just."

Rates for Women
Men on the Grievance Committee have not pressed for equal pay for women on some jobs in the aircraft department. One woman reported that on assembly women get 85¢ but men doing the same work get 95¢. She said that men do not want women to get as much pay as they do.

Upgrading
The union has no plan for training or upgrading women. The company refuses to cooperate so the union could do little.

Women's employment
Befor the recent reductions in the aircraft department which employs most of the women, the total employment of women in the plant was around 400.

Women's Union Activities
The union is weak because of the compny's failure to carry out some of the orders of the W L B. Long delay led workers to believe that the contract is not in effect. So women are not active and most of them won't join the union.

Vacations
For employees with 2 years' service - 1 week with pay, calculated on the basis of a forty hour week.

No vacation until worker has been in the company's service for at least 2 years. The worker must actually take his vacation time off in order to get his vacation pay; and he must take it within certain period specified in the agreement.

Oakes Products Division of Houdaille Hershey Corp. N.Chicago, Ill

Union

IUAAAWA
CIO
992
North Chicago, Ill

OS

Plant Union
Oakes Products Div.
Houdaille Hershey
employees: Tot. 325, W 135 (42%)
members: Tot. 325, W 135 (42)

Initiation $15.
Dues 1.
Fines .50 for missing one meeting; $5 for missing three.
Others -

Committees other than plant: Entertainment, Community Chest etc.
Offices held by women: None

Women's attendance is required
AH - good
G

Plant-Union

Product: metal parts for tanks & other motor vehicles

Productive and maintenance worker
employees: Tot. 325, W 135
members: Tot. 325, W 135

Stewards collect the dues.

Women were employed on production in normal times. About 25% were women.

	M	W
Plant Com.		
Stewards	12	0
Grievance	NR	2

No labor-management com. some of those problems taken care of by the grievance committee.

No special program for women.

Contract

Contract expires: June 1944 and continues until one party requests a change.
maintenance of membership by consent of the management.

Contract does not provide same starting rate for men and women (On 5 jobs)
Contract has no provision for automatic progression policy.

Equal Pay
Contract does not obviate wage discrimination.
Contract openly disciminates against women.
Women are mentioned in contract.

Seniority
Plant-wide and departmental; not by sex.
Contract does not limit women's seniority specifically.
Shifts - NR

Rest Periods
No provision.

Lunch
No provision

Leave
Permitted for one year, for goof cause.

Plant Practices

Job and Rate Sheet
Jobs and rates are classified by sex. M base .67½; day .57½; M base 1.00, + incentive, day 1.45.
On jobs employing bothe men and women latter get the same as the men.
Highest that women are getting: day-1.10p.h.(feeding furnace) piece 1.18

Comparability of men's and women jobs is decided be agreement.
Most women are started at the lowest rate; most men are not.
Some higher paid jobs are suitable for women.

Women are usually kept on lower paid jobs (see over for upgrading and training.)

Women are given equal seniority with men.
Shifts - NR

	N	R
Rest Periods	N	R
Lunch	N	R

Pregnancy Leave of absence is the policy, max. of 1 year.
L a
M NR

W L B

W L B Case
between: Oakes Products Div. Houdaille Hershey Corp. and IUAAAWA-CIO 992
case no. 6-13560
a voluntary case

Issues
Increase in minimum rates
Adjustment of others
Approval pf male and female classifications and differential in starting and base rates.

Ruling
see over.

12/21/43

Discimination Against Women

Mr. Novak, President of the Local, said that the reason for the female classification was that women could be placed in easier jobs and if thes jobs were "women's" jobs the men could not take advantage of their seniority to bump the women out.

Two women union members stated that there was no discrimination against the women in the Oakes plant. Where there are male and female classifications the jobw are different. Women are on a few jobs not classified as male or female and on these they get the same rates s the men(furnace operators). They said that the women were very articulate in demanding what were entitled to and that the men in the union cooperated very well with them.
It seems, however that the women have not demande many of the jobs ourside of female classifications and there has been enough of a shortage of labor to necessitate putting them on those jobs.
Mrs. Jalanowoski, a union member, said that women were not interested in jobs that paid more than production jobs as the work was harder. Also many women come from the country nd never worked before;so they feel that they make quite a lot.

Training and Upgrading

Company and union have agreed on a plan for upgrading. Shop committee submits names of workers desiring new jobs. Seniority and qualifications are the factors considered. There is no program for teaching women new skills.

The President of the Union said that they felt justified in setting their initiation fee at $15 as the wage scale and other gains warranted it. He said also. that the reason for fining members who did not attend meetings was to secure better attendance so that all members would understand actions taken by the Union, and all would vote on what is done. The majority are inclined to let a few run the Union and not to take responsibility themselves,

Mrs. Jalanowoski is more articulate and active because she has had previous exprience in unions(Amalgamated Clothing Workers) and she has also attended the Wisconsin School for Workers. She was a delegate to the last Mid-Western Education Conference at Chicago.

Starting Rates

In practice women are hired at .50 per hour and men at .60 -.72½ These starting rates are sometimes raised in a few days. Only a few men can be hired at .60

W L B Case

Regional Board partially approved agreement as submitted in application as follows:
Established rates on certain male classifications,
Approved rate of .57½ for women and .72½ for men,as minimum on production jobs,
Approved dirrerential in base rates for men and women as set forth in agreement.
Disapproved increase of mimimum rates to .60 for women and to .80 for men

Union has no further difficulty as the company carries out the order of the Board.

UFEMWA 1. CIO 128 Peoria, Ill. 16	0 s	Plant Union Peoria Cordage Co. employees members Tot. W Tot. W 120 60 60 30 50 50	Initiation $none open charter Dues mo. 1.00 Fines - Others -	Committees other than plant: Legislative, Publicity Offices held by women: Vice-Pres. Trustee	Women's attendance is poor.
0 Product: rope, and binder-twine.	Productive and maintenance workers employees members Tot. W Tot. W 120 60 60 30	Stewards collect the dues	Women were on production before the war.	Plant Com. M W Stewards 3 2 Grievande NR 2 No labor-Management Com.	No special prpgram for women.

No contract yet, one is awaiting ruling of WLB. NC		Equal Pay	Seniority NC	Rest Periods	Lundh	Leave
Job and Rate Sheet NR about whether or not jobs are classified as men's and women's. On jobs employing both men and women, latter get the same rate as men do. Highest pay a woman is getting is 68½¢ per hour (rope machine)	Comparability of men's and women's jobs is dedided by agreement and by plant management. M & C Most women start at the lowest rate, most men do not. M .65½; W .60 X	It is not usual to keep women on lower paid jobs longer than men. Some higher paid jobs are suitable for women.	Women are given equal seniority with men.	N.R	N R	Pregnancy No policy now; provision in contract before WLB. Leave allowed no set policy

W L B Case
between: Peoria Cordage Co. and
IUAAAWA-CIO 128
case no. 111 1566 D
a dispute case

Issues
Equal Pay
Pregnancy clause
Wage adjustments
Approval of Contract

Ruling
Pending before Reg. Board
when schedule was made out.
Case has since been decided and rulings are among notes on back.
1/4/44

The CIO won in an election and they are in the stage of organisation. The company is fighting the union and using underhanded methods to discourage the workers from joining; consequently some of the workers are fearful of the union. The local is anxiously awaiting the ruling of the WLB on their contract.

The President's attitude toward women was very good. The plant is organized 50% and not so strong in putting things over for either men or women. The recording secretary was also very favorable toward women.
Two women members feel that the officers and the union cooperatenin every way with the women.

W L B Rulings on Contract (1/21/44)
Denied union request for wage increase,
Union proposals on seniority approved,
Union security adopted,
Arbitration clause approved,
Paid vacations approved (1week for 1year of service, 2 weeks for two or more)
NR on pregnancy clause
Loss of earnings caused by inferior material, and amount of production to be expected from specific jobs to be submitted to grievance procedure.

Peoria Malleable Co. - Peoria, Ill.

UFEMWA CIO 140 Peoria, Ill.	05	Plant employees Tot. 300 W 40 (13) Union members Tot. 225 W 30 (13)	Initiation $2.00 Dues MO 1.50 Fines - Others -	Committees other than plant: none Offices of women: Fin-Sec'y. Rec-Sec'y. Trustee	Women's attendance is very good.
Product: malleable castings (100% war work).	Productive and maintenance workers. employees Tot. 300 W 40; members Tot. 225 W 30	Stewards collect the dues.	Women were employed on production in normal times.	Plant Com. M 15 W 2 Stewards NR 0 Grievance No labor-management com yet but expect to have one	No program especially for women.

Contract expires: NR Open shop, and maintenance of membership.	Contract does not provide same starting rate for men and women. But has same automatic progression policy for both. W .50 per hour to start .60 in two months M. .60 to start.	Equal Pay Progress at the same speed but men are always ahead. Contract does not obviate discrimination. Contract openly discriminates vs. W	Seniority Plant-wide and departmental, not by sex. Contract does not limit women's seniority. Shift placement by seniority is not provided for.	Rest Periods N R	Lunch N R	Leave One year, may be renewed. Pregnancy clause specifically
Job and Rate Sheet Jobs and rates are both classified by male and female. Top rate set for women: 82½¢ p.h. (coremaking) men: $1 (molding) On jobs employing bothe men and women latter get 10¢ less per hour.	Comparability of men's and women's jobs is dedided by agreement and by job evaluation. Most women are begun at the lowest rate, most men are not. M .60 W .50	Women are usually kept on the lower paid jobs. No higher paid jobs are suitable for them.	Women are given equal seniority with men.	N R	N R	Pregnancy One year of leave may be extended.

W L B Case
between: Peoria Malleable Co. and
UFEMWA-CIO 140
dase no. 111-1732 D
a dispute case

Issues
Equal Pay
Wage Increases
Union security and checkoff
Vacations
Night work bonus (no work
Hours of work to be paid for when called in

Ruling
Pending

1/5/44

The initiation fee at present is $2 for men and women but the local reserves the right to set the fee, which is in no case to exceed $15.
Most of the women have been in the plant a long time, one for 22 years. Some of the men still have the attitude of "the damn women" coming in and taking men's jobs. The women are not satisfied working for 10¢ an hour less than the men. The W L B ruling on equal pay will be welcomed.
The president was "hilariously" talkative and not too friendly toward the government. He wanted to know if agents couldn't hustle the Regional W L B in their decision. It has been hanging over for six months.

The president had a "show me " kind of attitude. He wanted to know what this was all about, the reason for the survey, etc. After a rather lengthy questioning and answering, agent was able to secure the desired imformation. The president's attitude toward the women workers was very good.

The attitude of the International Representative toward woman was excellent. He was origianlly from the U E and plans to have an educational program for UFEMWA workers in Peoria.

Upgrading
Women upgrade to a women's maximum and stay there; they can go no further. There is no program for adapting the higher paid jobs for women or for teaching them to women.

Caterpillar Tractor Co. Peoria, Ill.

16

UFEMWA CIO 105 Peoria, Ill. 16	Women in plant first Feb. 1943 D-5	Plant Union Caterpillar Tractor Co. employees members Tot. W Tot. W 16,800 1000 11,000 500 6 5	Initiation $2. Dues 1. Fines - Others -	Committees other than plant: none Offices: none (must be in union for 1 year before election; women employed for just 11 mo)	Women's attendance is not very good, neither is men's.
Product: gun mounts, motor graders, Diesel engines for Army, Navy, Air Corps.	Productive and maintenance workers. employees members Tot. W Tot. W 16,800 1000 11,000 500	Stewards collect the dues.	Women were not employed in this plant in normal times.	Plant Com. M W Stewards 400 "a few" On no other committees Stewards don't glue serve as are afraid to wear buttons.	Committee took up some of women's special problems (e.g. child care) but nothing came of it; Co. refuses to cooperate.

Contract expires: date pending old one in effect until new one decided upon. Open shop and maintenance of membership.	Contract does not specifically provide same starting rate for men and women. Contract does not provide same automatic progression policy for men and women.	Equal Pay Contract obviates discrimination by non-discrim. clause Contract does not openly discriminate against women.	Seniority Departmental and not by sex. Contract does not limit women's seniority specifically.	Rest Periods No provision	Lunch No provision	Leave Automatically given to workers unable to work; keep and accumulate seniority.
Job and Rate Sheeet (Not available to union; this information from the pres. of union.) Jobs and rates are not classified by sex. Highest for men and women is $1.16 (precision grind.) see over for comparison of some earnings.	Comparability of men's and women's jobs is decided by foreman. Subject to grievance procedure. Union does not know if most are started at lowest rate.	Women are not kept on lower paid jobs any longer than men of same seniority. Most jobs in plant are suitable for women.	Women are given equal seniority with men. Promotion depends on this factor and not on sex.	N R	N R	Pregnancy Leave, and may not work for 3 months after ML Spec

W L B Case
between: Caterpillar Tractor Co. and UFEMWA-CIO 105

case no. 6-957
a voluntary case

Issues
Increase in max. rates for some jobs, in accord with job evaluation plan of plant.
Includes adjustment wage rates on several jobs

Ruling
Approval of agreement submitted in application of company.
3/44 - 25 of 27 issues still pending were disposed, wages and termination still under consideration.

1/4/44

Union officials stated that company preferred to jire girls from country who are hard to organize and interest in union activities. Women think they will not be in shop permanently so it is difficult to get them to take initiative, or to act as shop stewards and on committees. They fear discrimination against t them if they become active. They think others not active are promoted to better jobs and shop stewards held bsvk. This feeling has grown as there were 25 stewards involved in a NLRB case in which the union charged that the company fired them for union activity. Nineteen of the 25 were ordered reinstated byt all but 4 had gone to other hobs by the time the order came so only 4 were reemployed.

Union does not seem strong among women employees. However, the women, who are active seem to be firm and giong ahead. They report that thet intend to take up some complaints that have come up about the women's wash rooms. Conditions are unsanitary and the number of toilets insufficient so they will request additional facilities and maid service.

Child care is reported to be a problem. /There are only two day nurseries, one in a settlement house and one in the Salvation Army. Neither one of thetwo housing projects has one.

Earnings and Starting Rates

A non-union woman reported that she is a timekeeper. Women begin on this work at 65¢ and are raised for merit at the decision f the foreman. Janitresses are said to begin at 65¢ welder helper-helpersat 76¢ laborers at 76¢ Women have started on sandblasting for the first time.

Top rate for welders is said to be $1.10 but it is not known whether or not women have reached this pay. Men on production jobs operate two machines and get higher pay for it; women use one machine.

Except for a few jobs which are in dispute, women get the same rate when on the same jobs that men do. Company proposed and board approved new rates for womenof 65¢ beginning on certain jobs (typists, factory clerks, 4th class metallurgical helpers, 5th class detaiolers in Tool Design Dept., entire laboratory helper class, time clerks in Time Keeping Dept. Union President said that the Board approved these rates because company claimed that they were new job classes. However, union claims they are the same ones previously performed by men at higher rates. The minimum for the plant is 75¢per hour; union appealed the case.

A formal job evaluation plan is used int the plant and union is not consulted in the eventual rates.

Upgrading and Training

Thereis a formal plan embodied in contract, for men and women:
"Through apprentice training and other educational courses, the Company will continue to provide opportunities by which employees may acquire new and additional skills and thus be zble to qualify for higher rates of pay." Art. 12
Now foreman promotes on basis: seniority, merit, qualifications.
Seniority and shifts
No provision in contrat for placement by shifts but union president said the union is requesting this. When a woman quits a day job the company insists on promoting or hiring a woman in violation of the seniority rights of men. Men object to this policy. One of the women who was interviewed said that formerly women were hired to fill jobs on different shifts but that she thought they begin on the night shift now, and move to the day shift by seniority(both men and women.)

Women interviewed and a union official said that women were afraid to participate actively in union affairs. Leaders of the union(men) did not have background experience to handle grievances efficiently and with sufficient speed that women would develop by the experience of women in union.

Chif woman steward interviewed stated that she did not like the way the elections had gone in the union and was somewhat discouraged ny the lack of wider participation by the women. However, the few who were active had been strong and stood out well in the face of the discrimination against union members.

The International Representative said that UFEMWA had not been so interedted in an educational program and program for women members sudh as U E has byt that they were getting to be so and he though they would be able to accomplish much more. An International Representative in Chicago said that they were planning a month's training program at a camp for union leaders, including women.

UERMWA 3. CIO 144 ~~Peoria~~ Peoria, Ill 16	05	Plant Union Altofer Bros. Co. employees members Tot. W Tot. W 650 300 550 270 46% 49%	Initiation $2. Dues MO 1. Fines - Others -	Committees other than plant: none Offices held by women: Recording Sec'y. Fin-Sec'y&Treas. Trustee	Women's attendance is better than men's but not very good. (Gas rationing and long distance from home are given as causes for poor attendance.)
4 Product: tank mines, plane part (normal times: washing machines, ironers.)	Productive and maintenance workers employees members Tot. W Tot. W 650 300 550 270	Dues are collected by stewards or p paid at the union office. WLB directed check-off 11/44	Women were not on production in normal times.	Plant Com. M W Stewards 4 3or4 Grievance NR 0 Company refuses to form a labor-management com. X	No special program for women.

Contract: N R except that it is pending before W L B 11/44 - Approved by WLB X Union is regognized and operates through shop committee. X Maintnee of m'ship ordered	NR	Equal Pay	Seniority	Rest Periods	Lunch	Leave
Job and Rate Sheet NR this imformation is not available to the union T+P (On jobs employing both men and women latter get same rate as men. Highest that a woman is getting is 85¢ for day work(furnace opeation) $1. for piece but worker may not make this per hour. see over.	Comparability of men's and women's jobs is set by foreman. M Most workers are started at the lowest rate. V Regrade - V	Women are advanced to higher paid jobs without regard to seniority & this causes friction. Women are doing most jobs.	NR Type Women are not given equal seniority with men. X	N R	N R	Pregnancy No cases have arisen but it is reported that this may be handled by the Grievance C. Leave v not set policy

W L B Case
between: Altofer Bros. and
UERMWA-CIO 144
case no. 111-1598-HO

a dispute case
11/44 - NWLB upheld order of Reg. WLB of June 14 which directed maintnee of m'ship & check-off

*Ordered by WLB - 11/44
Issues
Approval of first contract, seniority, closed shop, maintenance of membership, union is requesting equal pay, maternity leaves, guarantee of post-war jobs for women. Co asked end of women's jobs at end of war.

Ruling pending

1/5/44

Company tried to set a lower starting rate for women than that received by men but the union stopped that. Also wompany has tried to get limitations on women's seniority, especially as pertinent to post war jobs, but union is opposing that too.

Contract is pending before W L B but union has recognition and operates through Grievance Committee and Shop Stewards.

Dole Valve Co. - Chicago, Ill. # 16

I U A A A W A C I O 278 Chicago, Ill.	05	Plant employees: Tot. 900, W 450 Union members: Tot. 600, W 300 Initiation $2.00 Dues (month) 1.00 Fines .50 for attending less than one meeting in 3 months Newspaper (year) 1.	Committees other than plant: Education Offices held by women: Treasurer Not all committees yet formed.	Women's attendance is very good (note fine for absence.)
Product: valves, plane parts, one of the 24 main aviation plants in Chicago	Plant employees: Tot. 900, W 450 Union members: Tot. 600, W 300 Productive and maintenance workers.	Stewards collect the dues. Women were employed on production in normal times.	Plant Com. M 2, W 12-15 Stewards 5-30 Grievnce 7 Labor-Man. NR 0 some women membership on this	No special program as yet.

Contract expires: May 1945, and continues unless one party objects. sole bargaining representative	Contract makes no provision for starting rates or for automatic progression policy. Formal job evaluation by time study is provided for in contract. (piecework)	Equal Pay Contract has equal pay clause. Contract does not openly discriminate against women.	Seniority Plant-wide and departmental, not by sex. Contract does not limit women's seniority specifically. Vacancies are to be filled by seniority as much as possible.	Rest Periods Two 10" formal rest periods each day for men & women (+ a 5" wash up time before lunch & end)	Lunch No provision	Leave For union business only, is mentioned in contract
Job and Rate Sheet NR Jobs and rates are not classified as male & female Highest rate is $1.70 (tool & die maker) Highest that a woman is getting is 80¢ p.h or $1.45 (machine operation) On jobs employing both men & women, latter do not always get same rate. see over XX	Comparability of men's and women's jobs - N R on way of deciding. Most women are started at lowest rate most men are not. M 60-66¢ W 50¢	Women are usually kept on the lower paid jobs longer than men Most jobs are suitable for women heavy ones are hard for men too.	Women are not given equal seniority with men as they should have more chance for advancement. D - PW Shifts - NR	N R	N R	Pregnancy 90 days leave, may be extended on request.

W L B Case
between: Dole Valve Co. and
UAW-CIO 278
case no. 111-2370 D
a dispute case

Issues
Approval of contract
Wage scale,
Equal pay (currently getting 15¢ less p.hr. than men)

Ruling
Pending before a Regional Board.

12/30/43

Contract pending before W L B contains provisions for equal pay, closed shop, same seniority right for women and men.(Draft of contract attached to schedule marked "signed May 1944") Union now operates in shop through shop stewards and grievance committee. Union is fighting for principle of equal pay for women.

The attitude of the International Representative towrd the advancement of women in shop is vry good. He and president concur in attitude toward elimination of discrimination which exists under present wage scale.

Woman shop steward said that women menbers were quite active in the shop but that not many were willing or had time to take much responsibility. She said that women had equal seniority with men. The WLB had ordered a 3¢ increase and a 50¢ starting rate but the union had appealed the case so the contractn was not yet signed. In her department starting rates are 50¢ for women and 60¢ for men(packing). Automatic progression is the same for both, three 5¢ increases in 90 days. This woman said she had tried hard to get the women to take more responsibility but it was difficult; they do take up their grievances through the union, though.

Job and Rate Sheet

International Representative pointed out on job sheet the numbers of jobs where women performed the same work as men nd received less pay. On inspection jobs women get 50-65¢ and men get 70-90¢ for the same work. Top rate for men in that line is $1.25, while for women it is 65¢. In tool room women get 80¢ an hour whereas men are paid $1.45 for men

Starting rates are higher because, it is reported, it is hard to hire men for less.

Upgrading

Union is limited in what it can do in the way of training and adaptation until the contract is signed. Therefore there is now no program for this.

Wire Cloth Products Inc. - Forest Park, Ill. #17.

I U A A A W A 2 C I O 834 Forest Park, Ill. 19	05	Plant: Wire Cloth Products Inc. employees: Tot. 125, W 105 (84) members: Tot. 125, W 105 (84)	Initiation $2. Dues Mo. 1. Fines for missing one meeting 1. Others -	Committees other than plant: none Offices held by women: Vice President Recording Sec'y. Financial "	Women's attendance is very good. Members think that the fine is necessary to get full attendance and to educated members.
Product: gas, oil air strainers, filters, etc.	Productive and maintenance workers. employees: Tot. 125, W 105 members: Tot. 125, W 105	Stewards collect the dues.	Women were employed on production in normal times. Only about 20 workers there were men.	Plant Com. M 5, W 5 Stewards 0, 4 Bargaining NR, some Labor-Man.	Program of Labor-Management Com. not yet well worked out as co. refused to have one until government ordered it.

Contract expires: NR Maintenance of membership. (Closed shop not in agreement but in practice.)	Contract has same starting rates and automatic progression policy for men and women	Contract obviates discrimination by equal pay clause and by rate of job regardless of sex.	Seniority Plant-wide and not by sex. Contract does not limit women's seniority Placement on shifts is not by seniority. is not provided for.	Rest Periods N R	Lunch N R	Leave No definite amount. By request of com. may be extended to cover pregnancy.

Job and Rate Sheet Jobs and rates are not classified be male and female. Highest rate is 75¢ (pressoperator, buffer) Highest women are getting is 70¢ (5 different jobs). On jobs employing both men and women, latter get the rate of the job.	Comparability of men's & women's jobs is decided by agreement. Most workers are not started at the lowest rate. Starting rate is 55¢ but have to give 65¢ to hire anyone.	Women are not usually kept on the lower paid jobs. Men on higher paid ones have been in the plant a long time Higher paid jobs are suitable for women.	Women are given equal seniority with men.	N R	N R	Pregnancy No definite limit; arrangement are individual, by union com.

W L B Case
between: Wire Cloth Products Co. and
UAW-CIO 834
case no. 111-2102-HO

a dispute case

Issues
Wage increase (5¢ hr.)
No question aof equal pay

Ruling
Ordered 5¢ increase.

12/27/43

Women are very active in the plant and in the union. Most of the 20 men in the plant are high school boys; about 20 men from the plant have been drafted. Women feel that men in the union offices do not represent women as well as other women.
Woman chief steward attended the UAW convention in Buffalo and reports that the women there were quite active in the convention and that they introduced a resolution calling for more women organizers.

W L B Case
Union had requested a 15¢ general wage increase [redacted], as this would have brought wage scale in that plant up to that of other [redacted] plants where UAW has contracts. The union expects to ask for another increase as wages are slow in this plant. They are much higher at Amertorp, a large government owned war plant located in same town. This makes it hard to keep labor at the Wire Cloth shop.

Closed Shop
Not in agreement but there is a verbal agreement that if workers do not join the union they are to be discharged.

Transfers
Women can now do all the jobs in the plant except machinist's [redacted].
Seniority may be used to move from one shift to another, though this is not a rule in the contract.

Women's offices.
Most of the women seem to be agreed that they want a women for president of the union and expect to elect one,

DIRECTIVE ORDER
MEMORANDUM
REPORT ON RECOMMENDATION

NR

INGERSOLL STEEL AND DISC DIVISION OF BORG WARNER CORP
CHICAGO, ILLINOIS

UNION DATA

UFEMWA
CIO.
139.
CHICAGO ILL.
NO

BEGAN ORGANIZING APRIL 1942.
CERTIFIED AS BARGAINING AGENT OCTOBER 1942.
WOMEN MEMBERS SINCE APRIL 1942

T800 PLANT — INGERSOLL STEEL & DISC — 535 265 33

UNION — 400 200 33 — T600 333

	M	W
INITIATION	$2.	$2.
DUES	$1,	$1,

FINES - NONE YET BUT WILL IN FUTURE FOR FAILURE TO ATTEND MEETINGS. AMOUNT NOT DECIDED YET.

UNION COMMITTEES OTHER THAN PLANT: NONE.

COMMITTEES ON WHICH W. MIGHT SERVE: EDUCATION AND PUBLICITY COMM. (NOT YET ORGANIZED) LOCAL IS SENDING ABOUT 12 MEMBERS TO WORKERS' EDUCATION CLASSES - 2 OR 3 W. LOCAL PAYS COST & SEARCH

OFFICES: FINANCIAL SECRETARY-TREASURER

HARD TO GET W. TO ATTEND MEETINGS - MEN DON'T ATTEND MUCH BETTER IN PROPORTION TO NUMBERS EMPLOYED - DANCES GIVEN ARE WELL ATTENDED

THE ATTITUDE OF THE EXECUTIVE BOARD TOWARD WOMEN IS GOOD - THEY FEEL THAT THE MAJORITY OF WOMEN ARE NOT INTERESTED IN TAKING RESPONSIBILITY. W. SHOP STEWARD SAID MEN'S ATTITUDE IS VERY GOOD - THAT THEY TRY VERY HARD TO PROTECT THE INTERESTS OF THE WOMEN IN THE SHOP.

UNION OFFICIALS WANT THE EQUAL PAY PRINCIPLE PUT INTO EFFECT IN THE SHOP - FEEL THAT JOB RE-EVALUATION IS FIRST STEP. W. SHOP STEWARD SAYS W. COMPLAIN TO HIM ABOUT DOING WORK COMPARABLE WITH MEN'S BUT RECEIVING LESS PAY - 0

PLANT-UNION

CARTRIDGE CASES, AUTO TRUCKS, AIRCRAFT, TANKS, FARM IMPLEMENTS, FURNACE PARTS, ETC.

NO. OF EMP. T 800. M 535 W 265

NO. OF UNION MEMBERS IN PLANT: 400 300

UNION CERTIFIED AS BARGAINING AGENT - OCT. '42

WOMEN MEMBERS SINCE APRIL '42.

PAYMENT OF DUES: CHECKOFF.

W. WERE NOT EMPLOYED ON PRODUCTION IN NORMAL TIMES

SHOP STEWARD — NR MEN — 5 OR 6 WOMEN (FIN. SECY. TREAS. THOUGHT ABOUT 20 MEN)
GRIEVANCE COMMITTEE — 4 MEN — 1 WOMAN
BARGAINING COMMITTEE - WORK DONE BY GRIEVANCE COMM.
LABOR MANAGEMENT — 4 MEN — 2 WOMEN
OTHER UNION COMMITTEE IN PLANT
SAFETY COMMITTEE — NR — 0 WOMEN

NO SPECIAL PROGRAM FOR WOMEN - WOMEN INCLUDED IN GENERAL PROGRAM ACTIVITIES.

CONTRACT

CONTRACT EXPIRES 12/31/44 - AUTOMATIC RENEWAL IF NEITHER DESIRES CHANGE.

MAINTENANCE OF MEMBERSHIP

10/44 - WLB ordered parties to continue to operate under old agt.

NR ON WHETHER CONTRACT PROVIDES SAME STARTING RATES FOR INEXPERIENCED MEN AND WOMEN

NR AUTOMATIC PROGRESSION POLICY

CONTRACT DOES NOT PROVIDE EQUAL PAY.

(EQUAL PAY ORDERED BY WLB)

NR IF CONTRACT OPENLY DISCRIMINATES AGAINST W.

TYPE OF SENIORITY: D PW
PLANT WIDE (AFTER 12 MO. SERVICE)
DEPARTMENTAL

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS

CONTRACT PROVIDES REST PERIODS FOR
MEN - NO
WOMEN - YES

NO PROVISION FOR LUNCH PERIOD

CONTRACT PROVIDES LEAVE OF ABSENCE
MAXIMUM LENGTH - 1 YR.
NO REQUIREMENT STATED IN CONTRACT CONCERNING LENGTH OF SERVICE NECESSARY TO GET MAXIMUM TIME

PLANT PRACTICES

JOB AND RATE SHEET
JOBS AND RATES NOT CLASSIFIED BY SEX, (BUT 78 W. ARE ON 10 JOB CLASSIFICATIONS WHICH ARE WOMEN'S JOBS)
RATES ARE THE SAME IN JOBS EMPLOYING MEN AND WOMEN. RATES ARE SAME AFTER W. QUALIFY ON MEN'S JOBS AND WHEN JOBS ARE SAME STARTING RATE IS DIFFERENT. WHEN MAN IS PUT ON W.'S JOB HE GETS HIS FORMER RATE.

MANAGEMENT DECIDES WORK COMPARABILITY. AFTER EMPLOYEE IS ON JOB IT IS DIFFICULT FOR UNION TO ACT.

NO FORMAL JOB EVALUATION. UNION OFFICERS FEEL THAT JOBS ARE NOT PROPERLY EVALUATED.

WOMEN ARE NOT HELD BACK BUT ARE PUT ON ALL JOBS THEY COULD PERFORM - FORMERLY IF W. TRANSFERRED TO NEW JOBS THEY WERE PUT ON TEMPORARY JOBS AT THE 53¢ MINIMUM RATE.

MAJORITY OF WOMEN ON PIECE WORK

WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN. D + PW
3 SHIFTS.
PLACEMENT DOES NOT DEPEND ON SENIORITY, NEW EMPLOYEES ARE HIRED TO FILL VACANCIES ON ANY SHIFT BUT IN CASE OF TRANSFERS THEY MOVE FROM ONE TO ANOTHER BY SENIORITY. THIS IS NOT SO IMPORTANT AS SHIFTS ROTATE EVERY 2 WKS.

REST PERIODS
MEN - NO
WOMEN - YES.

WOMEN'S REST PERIOD IS PAID FOR.

LUNCH PERIOD
MEN - 15 MINUTES
WOMEN - 15 MINUTES.

PAID FOR.
MEN - YES
WOMEN - YES

NO PREGNANCY POLICY.

NO CASES HAVE COME UP IN WHICH LEAVE HAS BEEN REQUESTED - ONE WOMAN QUIT.

WLB CASE

INGERSOLL STEEL AND DISC DIVISION OF BORG WARNER CORP. AND UFEMWA - 139 - CIO

4216D.

10/44 - WLB. ordered parties to continue to operate under old agt.

12/31/43

DISPUTE.

CASE BROUGHT AT TIME OF NEGOTIATION OF CONTRACT. IN NEGOTIATING FOR NEW CONTRACT UNION ASKED FOR GENERAL WAGE INCREASE, EQUAL PAY FOR WOMEN, NEW STARTING RATES FOR MEN AND WOMEN, NIGHT SHIFT BONUS. AGREEMENT NOT REACHED

AGREEMENT NOT REACHED DURING NEGOTIATION OF CONTRACT - HIRING RATES 53-58¢ FOR W. 67½¢ M. CO. AND UNION AGREED ON 77¢ FOR MEN - BUT COULDN'T AGREE ON WOMEN'S RATES - UNION ASKED FOR 65¢ TO BE INCREASED TO 77¢ IN 30 DAYS. CO. OFFERED 62½¢ PROVIDED THAT WHERE W. WERE EMPLOYED ON MEN'S JOBS THEY SHOULD RECEIVE THE MINIMUM RATE FOR MEN

EQUAL PAY CLAUSE
INCREASE IN STARTING RATES
(RE-EVALUATION OF JOBS WAS NOT ASKED FOR BUT PRES. STATED THEY WOULD NEED HELP IN GETTING THIS DONE)

EQUAL PAY ADOPTED AND INDIVIDUAL CASES OF ADJUSTMENT TO BE SUBJECTED TO GRIEVANCE PROCEDURE.
INCREASE IN MINIMUM HIRING RATE - MEN TO 77¢; W. NO CHANGE EXCEPT WHEN SAME WORK AS MEN - THEN 66¢ AFTER 30 DAYS. 77¢. RETROACTIVE 12/31/42
4½¢ GENERAL WAGE INCREASE RETROACTIVE 12/31/42
TERMS TO BE INCORPORATED IN SIGNED AGREEMENT

EQUAL PAY BECAME EFFECTIVE ON DATE OF EXPIRATION OF CONTRACT

RULING NOW IN EFFECT. BACK PAY NOT YET RECEIVED - INCREASE IN WAGES RECEIVED FOR FIRST TIME THIS WEEK.
10-44 - Req. WLB ordered parties continue to operate under old contract.
4/21/44

W. ON W.'S JOBS GET ONLY THE BENEFIT OF THE 4½¢ GENERAL INCREASE.
IF HIRED DIRECTLY ON MEN'S JOBS WILL GET HIGHER STARTING RATE OF 65¢. MAJORITY ARE ON PW AND GET THE 4½¢ INCREASE IN PIECE RATES
W. INTERVIEWED SAY W. HAD BENEFITTED BY UNION BUT DON'T UNDERSTAND WLB CASE.

MEMORANDUM REPORT ON RECOMMENDATION

INDUSTRIAL LAMP CORP. - CHICAGO, ILL.

#19.

UNION DATA

UFEMWA ! ✓
CIO.
125.
CHICAGO-ILL.
10

CONTRACT SIGNED MAY 1, 1941.

WOMEN HAVE BEEN MEMBERS SINCE MAY 1941.

PLANTS ORGANIZED BY LOCAL - T 41

	PLANT EMP. M	PLANT EMP. W	UNION EMP M	UNION EMP W
INDUSTRIAL LAMP CORP.	1.	40.	1.	40.
		98		98
			T-41	97.6

	M	W
INITIATION	$2 mo	$2 mo
DUES	$1 mo	$1 mo
FINES	none	—
OTHER	—	—

UNION COMMITTEES - NONE - (LOCAL VERY POORLY ORGANIZED. LITTLE ACTIVITY BEYOND HANDLING GRIEVANCES) (no cons)

OTHER COMMITTEES ON WHICH WOMEN MIGHT SERVE - NONE.

OFFICES HELD BY WOMEN: FINANCIAL SECRETARY-TREASURER. * 1. OVER

FEW MEETINGS HAVE NOT HAD ONE FOR SOME TIME * 2.

UNION PROGRAM AND ATTITUDE TOWARD WOMEN - ALL MEMBERS EXCEPT 1 ARE WOMEN. MAN IS PRES. BECAUSE HE SAYS NO ONE ELSE WOULD DO SO. INT. REP. SAID LOCAL HAD BEEN ORGANIZED BY 1 ACTIVE W. AFTER SHE QUIT UNION WAS NURSED ALONG BUT PEOPLE WERE OF LOW CALIBER "THE KIND WHO WOULD ACCEPT WORK AT 30¢ AN HOUR!" * 3. OVER

UNION ATTITUDE TOWARD EQUAL PAY - THIS IS NOT A PROBLEM AS PRODUCTION WORKERS ARE ALL W. EXCEPT FOR THE 1 MAN IN MACHINE SHOP.

PLANT-UNION

10 PRODUCT: SHEET METAL FABRICATION SPRAYING AND ASSEMBLING BLACK OUT LAMPS FOR ARMY VEHICLES

NO. OF EMP.	M	W
	1	40.
NO. OF UNION EMP. IN PLANT	1	40.

UNION HAS BEEN RECOGNIZED SINCE MAY 1941.

WOMEN HAVE BEEN MEMBERS SINCE MAY 1941.

PAYMENT OF DUES: FINANCIAL SECY-TREAS. IN SHOP.

WOMEN WERE EMPLOYED IN NORMAL TIMES. ✓

SHOP STEWARDS	0 MEN	0 WOMEN ✓
GRIEVANCE COMMITTEE (GRIEVANCES HANDLED BY PRES.)	0 MEN	0 WOMEN
BARGAINING COMMITTEE	1 MAN	5 WOMEN
LABOR MANAGEMENT COMMITTEE	0 MEN	0 WOMEN

UNION PROGRAM AFFECTING WOMEN: W. HAVE GAINED BY WLB INCREASE IN RATES (5 ¢ HR.) PRES. AND FINANCIAL SECY-TREAS. SAY GRIEVANCES CAN BE HANDLED SATISFACTORILY. W. FINANCIAL SECY-TREAS. SAYS CO. COOPERATES RATHER WELL - BUT SHE COMPLAINED OF LOW WAGE RATE AND IS GOING TO SPEAK TO INT. REP. ABOUT SECURING FURTHER INCREASE IN WAGES. Fin-Sec-Treas. Says MANY QUIT BECAUSE OF LOW RATES

CONTRACT

CONTRACT EXPIRES JUNE 29, 1943.

THIS IS A CLOSED SHOP.

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN. ✓

THERE IS NO AUTOMATIC PROGRESSION POLICY.

CONTRACT DOES NOT PROVIDE FOR EQUAL PAY.

NR IF CONTRACT OPENLY DISCRIMINATES AGAINST W.

D TYPE OF SENIORITY: DEPARTMENTAL

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS ✓

CONTRACT DOES NOT PROVIDE REST PERIODS FOR MEN OR WOMEN

CONTRACT DOES NOT PROVIDE LUNCH PERIODS FOR MEN OR WOMEN

CONTRACT DOES NOT PROVIDE FOR LEAVE OF ABSENCE 10

PLANT PRACTICES

JOB AND RATE SHEET W

JOBS AND RATES ARE NOT CLASSIFIED BY MALE AND FEMALE NR

THERE ARE NO JOBS PERFORMED BY BOTH MEN AND WOMEN X

No men on same plus - 1 man in plant

MANAGEMENT DECIDES WORK COMPARABILITY (GAVE W. SAME RATE MEN HAD) M

NO FORMAL JOB EVALUATION USED IN DETERMINING COMPARABILITY — (NOT NECESSARY AS W. GOT THE SAME RATE)

WOMEN ARE ON ALL JOBS (But 1) (only 1 man in plant).

METHOD OF PAY FOR MAJORITY OF WOMEN. TIME

D WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN ✓

NUMBER OF SHIFTS? 1

FORMAL REST PERIODS ARE GIVEN TO MEN AND WOMEN

THESE ARE PAID FOR.

LUNCH PERIODS: MEN - ½ HR. WOMEN - ⅓ HR

LUNCH PERIODS ARE NOT PAID FOR

PREGNANCY POLICY LEAVE OF ABSENCE

3 MONTHS - CAN BE EXTENDED

L of A M As

WLB CASE

INDUSTRIAL LAMP CORP. AND UFEMWA-CIO-125

111-2653-HO

REGIONAL DECISION - 11-26-43

THIS WAS A DISPUTE CASE

CASE WAS BROUGHT AT TIME OF NEGOTIATION OF CONTRACT IN JUNE 1943

BACKGROUND OF CASE: CO. AND UNION AGREED ON EXISTING PROVISIONS EXCEPT FOR WAGES. UNION ASKED FOR 10¢ INCREASE AND 50¢ STARTING RATE FOR W.'s 60¢ STARTING RATE FOR M. - (AT THAT TIME M. AND W. WERE ON DIFFERENT JOBS) CONCILIATOR WAS CALLED IN AND CASE CERTIFIED TO WLB)

ISSUES: GENERAL WAGE INCREASE; STARTING RATES; EQUAL PAY WAS NOT AN ISSUE - W. AGREED THAT THEIR JOBS ARE NOT SO DIFFICULT OR HIGHLY SKILLED)

RULING: GENERAL INCREASE OF 5¢ AN HOUR TO ALL EMPLOYEES; STARTING RATE OF 45¢

EQUAL PAY WAS NOT AN ISSUE

RULING IS IN EFFECT

2/3/44

WOMEN BENEFITTED BY WAGE INCREASE AND BY INCREASE IN STARTING RATE FROM 40¢ TO 45¢.

WAGES UP 5¢

* President has a very good attitude toward the women and seemed to be handling their complaints very well, but he has too much to do outside of the shop to give much time to union affairs - He claims that Financial Secy.-Treas. (woman) does not cooperate with him (She doesn't notify him of those behind in dues, etc.)

Financial Secy-Treas. (woman) did not say anything to indicate prejudice against the negro women. (Only 8 women are white). Int. Rep. said that when the negro women were hired the white women demanded that the wash rooms be partitioned, this was never done & evidently matter worked out all right. Financial Secy-Treas. said the white & negro women worked together without trouble & would stick together for an increase or other demand.

2 a

Union Meeting:

Financial Secy-Treas. said she had tried to call a meeting lately but something prevented it. Agent feels that white women fear the election of negro officers - She negro who was to have run for President was not a good person as she worked too closely with foreman.

b

(Agent feels International U should be responsible for helping women in above situation. District Office rep. should work with all locals on education

3. Mr. Rogers, now, doesn't know U. very well. One woman on staff reported to be capable. agent planned get in touch with her.)

CONTRACT ATTACHED TO SCHEDULE ✓

OLIVER FARM EQUIPMENT CO. - SOUTH BEND, INDIANA

22 22

UNION DATA

UFE & MWA 1, CIO
LOCAL 112
SOUTH BEND, IND
22

LOCAL WAS ORGANIZED IN 1937
WOMEN HAVE BEEN MEMBERS SINCE 1937

PLANTS ORGANIZED BY LOCAL:

	PLANT EMP. M	PLANT EMP. W	UNION EMP. M	UNION EMP. W
OLIVER FARM EQUIPMENT CO.	1000	400	1000	400
		29 ✓		29
X1.	1400		28.6	

	M	W
INITIATION	$2	$2
DUES	$1.50	$1.50

FINES - $1 IF DUES NOT PAID FOR CURRENT MONTH
OTHER - $10.50 FOR NON-PAYMENT OF DUES FOR 3 MONTHS

COMMITTEES:
EDUCATIONAL - 1 W
LEGISLATIVE - 1 W
POLITICAL ACTION - 1 W
ELECTION COMM - 1 W.
DELEGATE TO INDUSTRIAL COUNCIL - 2 W.

THERE ARE NO OTHER COMMITTEES ON WHICH WOMEN MIGHT SERVE

OFFICES:
CHAIRMAN OF ELECTION BOARD
*2. none
* committee

ATTENDANCE IS NOT GOOD
MEN DO NOT ATTEND VERY WELL EITHER EXCEPT IF THERE IS AN ISSUE THEN VERY GOOD ATTENDANCE
1

UNION PROGRAM & ATTITUDE TOWARD WOMEN -
MEN AND WOMEN SHARE WALL PROGRAMS.
PRES. ATTITUDE VERY GOOD. SAID W ARE DOING A GOOD JOB AND ARE GOOD UNION MEMBERS. HE URGED CHIEF W. STEWARD TO RUN FOR OFFICE BUT SHE SAID WORK + HOME DUTIES AS ENUF.
W. SUB STEWARD SAID M AND W COOPERATE VERY WELL - W. MEMBER SAID M AND W CO-OPERATE WELL BUT WHEN W. MAKE MORE (AS THEY DO IN MANY INSTANCES) IT DOESN'T "SET WELL" WITH THE MEN
*3

UNION ATTITUDE TOWARD EQUAL PAY
PRES. STATED THAT THERE IS ABSOLUTELY EQUAL PAY BY JOB EVALUATION

PLANT - UNION

4 PRODUCT
TREADS FOR TANKS AND FARM EQUIPMENT

	M	W
NO. OF EMP.	1000	400
NO. OF UNION EMP.	1000	400

UNION AND CO. SIGNED 1ST CONTRACT IN 1937
WOMEN HAVE BEEN MEMBERS SINCE 1937

PAYMENT OF DUES: STEWARD AT OFFICE
WOMEN WERE ✓ EMPLOYED IN NORMAL TIMES

SHOP STEWARDS	M	W
DIVISIONAL STEWARD	4	1
CHIEF STEWARD	20	2
SUB STEWARD	30	3
GRIEVANCE COMMITTEE	5	0
BARGAINING COMMITTEE	5	0
LABOR MANAGEMENT COMMITTEE	3	0

NO OTHER UNION COMMITTEES IN PLANT

UNION PROGRAM IN PLANT AFFECTING W.
NO SPECIAL PROGRAM

X

CONTRACT

CONTRACT IS IN EFFECT FOR THE DURATION OF THE WAR

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN ✓

SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN - O

CONTRACT PROVIDES FOR EQUAL PAY BY RATE OF JOB (JOB EVALUATION THRUOUT PLANT - P.5 CONTRACT) O

TYPE OF SENIORITY
"SENIORITY RIGHTS WITHIN CLASSIFICATIONS" PAGE 2 OF CONTRACT

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS. ✓

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
CONTRACT PROVIDES FOR THIS -
NO SPECIFIC TIME STATED
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM TIME NOT STATED

PLANT PRACTICES

JOB AND RATE SHEET NR
JOBS AND RATES ARE NOT CLASSIFIED BY SEX
RATES ARE THE SAME IN JOBS EMPLOYING BOTH MEN AND WOMEN ✓
MAJORITY OF WOMEN ARE ON PIECE WORK B

COMPARABILITY OF WORK
IS DETERMINED BY JOB EVALUATION * J
ON OCT. 1 1941 CO. ESTABLISHED A JOB EVALUATION SYSTEM BY WHICH EACH JOB IN THE PLANT WAS DESCRIBED AND EVALUATED ON A SYSTEMATIC BASIS. HOURLY PAID EMP. FOUND BY THAT SYSTEM TO HAVE BEEN UNDERPAID WERE RAISED TO THE CORRECT RATE OF PAY AS OF THE PRECEDING JULY 1. THIS COST THE CO. ABOUT $45000 PER YR. THIS ADJUSTMENT AND 5¢ HR. RAISE ARE THE ONLY INCREASES IN PAY AWARDED SINCE OCT 5 1936 ✓

WOMEN ARE NOT KEPT ON LOWER PAID JOBS LONGER THAN MEN. ✓
CHIEF W. STEWARD SAID W ARE WORKING ON SOME OF THE HIGHEST SKILLED JOBS RECEIVING TOP RATES.
W. UNION MEMBER STATED THAT AS MEN ARE BEING DRAWN INTO SERVICE THE W. UPGRADE AND STEP INTO THE MORE SKILLED JOBS. * 4

WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN
9
NUMBER OF SHIFTS:
SOME DEPTS. HAVE 1 SHIFT.
SOME DEPTS HAVE 2 SHIFTS.
SOME DEPTS HAVE 3 SHIFTS W-NR
EMPLOYEES ARE HIRED FOR WHATEVER SHIFT CO. NEEDS THEM, THEY MAY TRANSFER IF OPENINGS ARE AVAILABLE - IN TRANSFERING SENIORITY PREVAILS.

PLANT ALLOWS FORMAL REST PERIODS FOR WOMEN NOT FOR MEN
PAID FOR WOMEN * 5

LENGTH OF LUNCH PERIOD FOR MEN - 30 MIN.
WOMEN - 15 MIN - 30 MIN
(WOMEN IN SOME DEPTS. HAVE 15 MIN. PAID FOR - IN OTHER DEPTS. WOMEN HAVE 30 MIN. NOT PAID FOR - W. WHO HAVE 15 MIN LUNCH PERIOD GET OFF 15 MIN. EARLIER AT END OF SHIFT)
MEN'S LUNCH PERIOD IS PAID FOR
SEE NOTE ABOVE FOR WOMEN'S

PLANT PREGNANCY POLICY
LEAVE OF ABSENCE
NR TIME LIMIT
CHIEF W. STEWARD STATED THAT W. USUALLY QUIT

WLB CASE

OLIVER FARM EQUIPMENT CO. AND UFE & MWA - CIO - LOCAL 112

NUMBER - NAT. WLB

NAT. W.L.B. DECISION ON OCT. 27, 1942

DISPUTE CASE

NOT KNOWN IF CASE WAS BROUGHT AT TIME OF NEGOTIATION OF CONTRACT

BACKGROUND OF CASE
CO. AND UNION COULD NOT AGREE ON CONTRACT - THEY HAD NEGOTIATED FOR SOME TIME. UNION ASKED FOR 2 WEEKS VACATION FOR EACH YEAR - CO. ASKED FOR THE PARTICIPATION BY FOREMEN IN PRODUCTION WORK - ISSUES WENT BEFORE WLB

ISSUES
WAGES
VACATIONS
UNION SECURITY

WLB RULING
10¢ HR. INCREASE ACROSS THE BOARD
1 WEEK'S VACATION WITH PAY
JOB EVALUATION WAS STRENGTHENED PERMITTING ADJUSTMENTS.
UNION SECURITY
CONTRACT APPROVED

EQUAL PAY WAS NOT AN ISSUE.

NAT. WLB RULING IS IN EFFECT

RULING BENEFITED W. SINCE IT COVERED ALL PRODUCTION WORKERS

2/14/44

2. The local sponsors a Credit Union with a woman Financial Secretary and one woman on the Supervisory Board.

All stewards and all foremen in plant meet once a month, talk over production, any bottle necks in the plant. Various items are talked over. These meetings make for better cooperation between foreman and employee.

3 Mr. Smith, President, stated that the men want the women to take a more active part; he has urged the women to run for office, but without success. He had a very fine attitude toward colored workers and there is absolutely no predjudice against either women or colored workers.

4/ He said the workers made big gains in the job evaluation. Some jobs were being paid 40¢ an hour under the job evaluation those jobs were brought up into the higher paid brackets.

The beginning rate is 70¢ an hour for both men and women.

1. The office help is organized in a different local, but affiliated with Farm Equipment International Union.

5 Three minutes per hour is allowed for personal time on all job evaluation.

CONTRACT

NR

EXCEL CURTAIN CO. ELKHART INDIANA 20

26.

UNION DATA

UAW 21
CIO
LOCAL 764
ELKHART, IND.
20

LOCAL WAS ORGANIZED IN JAN. 1940

WOMEN HAVE BEEN MEMBERS SINCE JAN. 1940

PLANTS ORGANIZED BY LOCAL

	PLANT EMP.	UNION EMP.
EXCEL CURTAIN CO.	145	125 ~~145~~ 105

* THERE ARE 40 TOOL AND DIE MAKERS BELONGING TO THE AF OF L

T 240 W-T 230 86 ✓ 54.3 54 ✓

	M	W
INITIATION	$3	$3
DUES	$1	$1

FINES - IF MEMBERS DO NOT ATTEND AT LEAST ONE MEETING PER MONTH THERE IS A $1 FINE PER MEETING ON A MONTH TO MONTH BASIS

COMMITTEES ON WHICH WOMEN SERVE
EDUCATIONAL - 3 W. ELECTION - 2 W
POLITICAL ACTION - 3 W. TRIAL - 2 W.
CORRESPONDENCE - 5 W (LOCAL HAS OVER 100 IN SERVICE. COMM. WRITES TO THEM ALL. ANSWERS ARE READ AT LOCAL MEETINGS) ✓ Servicemen

OTHER COMMITTEES ON WHICH W. MIGHT SERVE
LEGISLATIVE
CIGARETTE - (COLLECTS MONEY FOR CIGARETTES FOR MEMBERS IN SERVICE)

OFFICES HELD BY WOMEN
PRESIDENT - #1.
GUIDE
TRUSTEE (OFFICERS COMPRISE THE EXECUTIVE BOARD)

ATTENDANCE
VERY GOOD
G

UNION ATTITUDE TOWARD W.
INT. REP. HAS A GOOD ATTITUDE. HE STATED IT TAKES TIME TO EDUCATE MEN TO ACCEPT W. HE FOUGHT TO HAVE COLORED IN PLANT AND UNION. THIS IS ONLY PLANT IN ELKHART EMPLOY COLORED.
POST WAR - INT. REP. SAID SENIORITY WOULD PREVAIL.
VICE PRES SAID ALL MARRIED WOMEN SHOULD STAY HOME. MEN BE MADE TO SUPPORT THEM * 2.

UNION ATTITUDE TOWARD EQUAL PAY
INT. REP. ABSOLUTELY EQUAL PAY
VICE PRES. FOR EQUAL PAY BUT HE FELT THAT W. SHOULD NOT TAKE JOBS IF MEN ARE AVAILABLE

PLANT-UNION

1

PRODUCT
GUN TURRETS - WINDOW SASH AND CURTAINS FOR BUSES

UNION HAS BEEN RECOGNIZED IN THIS PLANT SINCE JAN. 1940

WOMEN IN THIS PLANT HAVE BEEN MEMBERS SINCE JAN. 1940 -

ARRANGEMENT FOR PAYMENT OF DUES
CHECKOFF

WOMEN WERE ON PRODUCTION IN NORMAL TIMES. ✓
THIS WAS A SMALL PLANT BEFORE THE WAR

WOMEN'S UNION ACTIVITIES ✓

SHOP STEWARD	9 MEN	3 WOMEN
GRIEVANCE AND BARGAINING	3 MEN	2 WOMEN
LABOR MANAGEMENT	3 MEN	0 WOMEN

OTHER UNION COMMITTEES IN PLANT:
TRANSPORTATION COMM. - 3 MEN

UNION PROGRAM IN PLANT AFFECTING WOMEN
NO SPECIAL PROGRAM

CONTRACT

CONTRACT EXPIRES ON JAN. 1 1945 - AUTOMATICALLY RENEWED FROM YEAR TO YEAR

KIND OF CONTRACT:
MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN. 68¢ WOMEN 53¢

CONTRACT DOES NOT SPECIFY AUTOMATIC PROGRESSION POLICY

CONTRACT PROHIBITS WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE ✓

CONTRACT DISCRIMINATES AGAINST WOMEN BY A LOWER BEGINNING RATE; ALSO MALE AND FEMALE CLASSIFICATIONS SUBJECT TO GRIEVANCE PROCEDURE

CONTRACT MENTIONS "WOMEN"

SENIORITY
PW
TYPE: D
PLANT WIDE
DEPARTMENTAL

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS. ✓

NO MENTION OF WOMEN IN SENIORITY PROVISIONS

REST PERIODS
CONTRACT DOES NOT PROVIDE REST PERIODS FOR MEN OR WOMEN

LUNCH PERIODS
CONTRACT DOES NOT PROVIDE LUNCH PERIODS FOR MEN OR WOMEN

LEAVE OF ABSENCE
CONTRACT PROVIDES A MAXIMUM LENGTH OF 1 YEAR - NO EXTENSION
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED.

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED

A FORMAL JOB EVALUATION IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT - UNION IS CONSIDERING SUCH A PLAN ALSO AWAITING THE OUTCOME OF ANOTHER UA PLANT IN ELKTON (A.G. CONN) WHICH IS WORKING ON SUCH A PLAN
WORK COMPARABILITY IS DECIDED BY
DECISION OF MANAGEMENT
BARGAINING M + C

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN
THE FIVE INTERVIEWED STATED THE NEED IS GREAT TO UPGRADE THE WOMEN - CO. AND MEN REALIZE THIS.
JOBS ARE POSTED, RATES LISTED - W. HAVE SAME CHANCE BIDDING ON ANY JOB WHEN VACANCIES OCCUR. QUALIFICATION AND SENIORITY PREVAILS ANY UNFAIRNESS CAN BE MADE A GRIEVANCE

D PW SENIORITY ✓
WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN
2 SHIFTS - W. ON BOTH (PAINT SPRAY DEPT. ONLY ONE WORKING 2 SHIFTS)
PLACEMENT DEPENDS ON SENIORITY. VACANCIES ON DAY SHIFTS - NIGHT SHIFT BIDS ON THOSE JOBS - IF NO BIDS CO. HIRES NEW PEOPLE FOR DAY SHIFT. SOME WOMEN PREFER NIGHT SHIFT

REST PERIODS
PLANT ALLOWS REST PERIODS FOR MEN AND WOMEN - THESE ARE PAID FOR

LUNCH PERIODS
DAY SHIFT - 1 HOUR NOT PAID FOR - MEN AND WOMEN
NIGHT SHIFT - 20 MINUTES PAID FOR - MEN AND WOMEN

PREGNANCY
LEAVE OF ABSENCE - 1 YR.
CO. HAD THAT POLICY BEFORE THE WAR. EACH CASE IS TAKEN UP SEPARATELY.

JOB AND RATE SHEET
WOMEN ARE 50% ON TIME - 50% ON PIECE T
JOBS AND RATES ARE LISTED BY SEX ✓
RATES ARE THE SAME IN JOBS EMPLOYING BOTH MEN AND WOMEN

WLB CASE

REGIONAL NUMBER
NR

CASE WAS SETTLED BY REGIONAL BOARD SEPT. 1943

TYPE OF CASE - NR

NR ON BACKGROUND OF CASE

ISSUES
FLAT INCREASE OF 5¢ P.H.

RULING
DENIED 5¢ HR. INCREASE IN PLACE THEREOF THEY RECOMMENDED RATE RANGES PROVIDING FOR MERIT INCREASE

RULING IS IN EFFECT BUT HAS NOT PROVEN SATISFACTORY. CO. AND UNION HAVE SIGNED FORM 10 (JOINT REQUEST) FOR THE ELIMINATION OF RATE RANGES AND PROVIDE FOR A DEFINITE SINGLE RATE FOR VARIOUS JOBS

IT SEEMS THAT NO ONE BENEFITTED FROM CASE

3/11/44

Mrs. Davis, President, was a very fine young women who worked at plant 9 years. Had been Vice President for three months when President was drafted, Union knew this and wanted her to have three months training before he left. She attended U.A. convention in Buffalo in 1943. Another woman attended Education Conference of U.A. in Chicago in February, 1944. Mrs. Davis was on the Bargaining Committee from the beginning. Prior to organization in the plant she was active in the Company union. In January, 1944 Union and Company were negotiating a new contract when suddenly the President of the Company passed away. A new President was appointed who knew nothing about contract negotiation and asked for deferrment. Union understood his handicap whereupon Mrs. Davis drew up a statement with some changes in contract. New President and Union signed it. (He stated that he wanted anyone who could draw up that sort of statement for the company.)

George Stahl, International Representative, had a very good attitude, stated there were things in the agreement that will be rectified.

Thomas Dixon, Vice President, said the men were for Mrs. Davis 99% and the women 100%. He stated that she can do practically any job in the plant. He believed in equal pay, but had an idea that the women would go back to the kitchens after the war, and that the Company would rather hire men if they can get them.

Mrs. Jennie Cook and Mrs. Bailey (committee members) said they get along very well with the men but not so well at first.

There are about 40 Tool and Die Makers in an AFL local in the plant. CIO gets along well with them. CIO collected for R'd Cross from AFL local.

CONTRACT
PROPOSED CONTRACT CHANGES

NR ✓

C.G. CONN LTD. ELKHART, INDIANA

27

UNION DATA

UAW 2
CIO
LOCAL 534
ELKHART, INDIANA
20

LOCAL WAS ORGANIZED AUGUST 1941

WOMEN HAVE BEEN MEMBERS SINCE AUGUST 1941 *1

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION EMP. M	UNION EMP. W
C.G. CONN LTD.	800	700	800	700

47% 47%

T 1500 46.7

	M	W
INITIATION	$5	$6
DUES	$1	$1

FINES - $1 IF DO NOT ATTEND FOR TWO MEETINGS (2 successive)

COMMITTEES ON WHICH WOMEN SERVE
POLITICAL ACTION - 1 WOMAN
SICK COMMITTEE - 1 WOMAN

OTHER COMMITTEES ON WHICH WOMEN MIGHT SERVE
FINANCE
EDUCATION
WELFARE
ENTERTAINMENT
THESE COMMITTEES ARE NOT FUNCTIONING

OFFICES HELD BY WOMEN
NONE

VERY GOOD
ATTENDANCE.
FIN. SECY. SAID THAT WOMEN ATTEND BETTER THAN MEN

UNION ATTITUDE TOWARD W
PRES. WAS VERY UNDERSTANDING TOWARD WOMEN. FIN. SEC. SAID WOMEN ARE DOING A GOOD JOB AND ARE GOOD PAYING MEMBERS.
POST WAR: BOTH SAID SENIORITY WILL PREVAIL
*2

UNION ATTITUDE TOWARD EQUAL PAY
ATTITUDE OF THE PRES. IS VERY GOOD. HE COULD SEE NO REASON WHY WOMEN SHOULD RECEIVE LESS PAY.
FIN. SEC. SAID IF WOMEN ARE ALLOWED TO BREAK DOWN WAGE RATES MEN WILL EVENTUALLY HAVE TO WORK FOR THE LOWER RATES *3

PLANT-UNION

PRODUCT
40% GYRO
18% RADAR
17% COMPASSES
12% SILVER BEARING
4% COMPENSATOR AND BINNACLES
4% - INDICATOR
3% BAND INSTRUMENTS
2% PLATINO

UNION HAS BEEN RECOGNIZED IN THIS PLANT SINCE NOV. 1941

WOMEN HAVE BEEN MEMBERS SINCE NOV. 1941

PAYMENT OF DUES
STEWARD
FINANCIAL SECRETARY

WOMEN WERE ✓ EMPLOYED ON PRODUCTION IN NORMAL TIMES

WOMEN'S UNION ACTIVITIES

SHOP STEWARD	50 MEN	15 WOMEN
GRIEVANCE AND BARGAINING COMM.	6 MEN	0 WOMEN

(WAR MANPOWER COMMISSION TRIED TO FORM A LABOR-MANAGEMENT COMMITTEE BUT COMPANY WOULD NOT COOPERATE)

OTHER UNION COMMITTEES IN PLANT
TRANSPORTATION - NO WOMAN REPRESENTATIVE

UNION PROGRAM IN PLANT AFFECTING WOMEN
THE SHOP STEWARDS ROTATE ON THE SAFETY COMMITTEE - WOMEN PARTICIPATE AS STEWARDS
CO. AND UNION WORK ON THIS COMMITTEE

CONTRACT

CONTRACT EXPIRES ON NOV. 5, 1943. CONTINUES FROM YEAR TO YEAR

KIND OF CONTRACT: UNION SHOP

CONTRACT DOES NOT CONTAIN A MAINTENANCE OF MEMBERSHIP CLAUSE
*4.

NO CONTRACT PROVISION FOR SAME STARTING RATE ✓ FOR INEXPERIENCED MEN AND WOMEN - IN PRACTICE MEN AND WOMEN BEGIN AT 60¢ AN HOUR

AUTOMATIC PROGRESSION POLICY - NOT STATED IN CONTRACT

CONTRACT PROHIBITS WAGE DISCRIMINATION AGAINST WOMEN BY RATE OF JOB REGARDLESS OF SEX O

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST W. (CO. AND UNION HAVE AGREED TO STRIKE OUT ONLY SENTENCE REFERRING TO MALE AND FEMALE.)

NO MENTION OF "WOMEN" IN CONTRACT

PW SENIORITY
TYPE: PLANT WIDE.

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS ✓

(CO. AND UNION HAVE AGREED TO CUT OUT SENTENCE IN CONTRACT REFERRING TO SEPARATE SENIORITY LISTS)

REST PERIODS
NO PROVISION IN CONTRACT

LUNCH PERIOD
NO PROVISION IN CONTRACT

LEAVE OF ABSENCE
MAXIMUM LENGTH - 3 MONTHS - MAY BE EXTENDED
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED

PLANT PRACTICES

THERE ARE JOBS B CALLED "PREFERABLY FEMALE"

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED
V/R

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT
UNION IS WORKING ON JOB EVALUATION. PLANS TO CALL IN A TECHNICAL MAN FROM THE GOVERNMENT - CO AND UNION TO AGREE ON TECHNICAL ENGINEERS

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY DECISION OF MANAGEMENT AND BY BARGAINING. M+C

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN - ALL VACANCIES ARE POSTED STATING QUALIFICATIONS, RATE OF PAY FOR THE JOB. BOTH MEN AND WOMEN BID FOR THE JOBS. THE 6 PERSONS INTERVIEWED BY AGENT STATED ✓ THAT W. HAVE TO UPGRADE BECAUSE THERE ARE NO AVAILABLE MEN. IF AN EMPLOYEE DOESN'T MAKE GOOD WITHIN A REASONABLE TIME, HE IS NOT KEPT ON THE JOB - ANY UNFAIRNESS GOES THRU GRIEVANCE PROCEDURE O

PW SENIORITY ✓
WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN

PLANT OPERATES 2 SHIFTS - W. ON BOTH (A FEW DEPTS. WORK 3 SHIFTS - W. ON 3RD SHIFT - VERY FEW)

PLACEMENT DEPENDS ON SENIORITY. IF THERE ARE ANY VACANCIES ON DAY SHIFT EMPLOYEES MAY TRANSFER - SENIORITY AND QUALIFICATION PREVAILS. IF THERE IS A VACANCY ON THE DAY SHIFT AND NO APPLICATION FOR TRANSFER CO. CAN HIRE NEW EMPLOYEES FOR DAY SHIFT

REST PERIODS
NONE

LUNCH PERIODS
DAY SHIFT - 1 HOUR - NOT PAID
NIGHT SHIFT - ½ HR NOT PAID
3RD SHIFT - 15 MIN. PAID
2½

PREGNANCY POLICY
LEAVE OF ABSENCE - 3 MO. MAY BE EXTENDED
1-2
M 2C

JOB & RATE SHEET
MAJORITY OF WOMEN T ARE ON TIME WORK
JOBS AND RATES ARE NOT LISTED BY SEX X
RATES ARE THE SAME ON JOBS EMPLOYING BOTH MEN AND WOMEN ✓

WLB CASE

NR. REGIONAL NUMBER

CASE WAS SETTLED BY REGIONAL BOARD. OCT. 1942

ISSUES
GENERAL WAGE INCREASE
(ALREADY HAD EQUAL PAY)

RULING
GRANTED A GENERAL WAGE INCREASE
FINANCIAL SECRETARY SAID IT WAS ONE-HALF OF UNION'S REQUEST.

RULING IS NOW IN EFFECT.

WOMEN WORKERS BENEFITED BY WAGE INCREASE

3/11/44

Floyd Martin, President, said they organized into the United Musical Instrument Workers, CIO, in August, 1941, and their present contract is under that International. On January 1, 1944 they changed to UA and became Local 534, CIO. They felt that they would receive better service, and also the UA wage rates were more in conformity with their work (evidentally simple.)

1.

The union is negotiating a new contract with the Company. Page 4 of typewritten contract changes (red pencial checked) is union's proposal to strike out sentence in existing contract, pertaining to seperate seniority for women. Other issues are check off, more paid time allowance for Stewards, and Grievance Committee, more time for trial periods, 2 weeks vacation after 5 years service, etc. Company has agreed to some issues.

4.

Mr. Martin spoke of an incident; there was a vacancy for a plater; a woman applied for it but a new man was hired. She put in a grievance and got the job with same rate as the men.

Mr. Charles Strintz, Financial Secretary, was very helpful. Agent received the contract and copy of contract changes now being negotiated, also names and adresses of persons to interview.

Mrs. Mabel Wright, Steward, a former member of Ladies Garment Workers Union, ran for Chief Steward, but was defeated. She heard afterward that the men did not want a woman Chief Steward, but she is a very fine and understanding woman, and she felt she knew a lot more about bargaining than the man who w as elected. The men were not favorable toward the women at first, but now they have become accustomed to more women in the plant and they get along quite well. Mrs. Wright wrote a letter to the Executive Board about having women serve on more committees in the union and have the various committees function, also to have women delegates to Central CIO Council and bring in reports, pay the delegates if necessary. She has the right idea.

2.

Mrs. Peffley and Mrs. Decker, Stewards, both said women upgrade, and have same chance for bidding on posted jobs as the men, and the men accept the women on any of the jobs. Of course there are a few certain jobs too heavy for women, they say.

3

CONTRACT

NR

BALL BAND PLANT - U.S. RUBBER CO. MISHAWAKA, INDIANA

29

UNION DATA

URWA 5.
CIO
LOCAL 65
MISHAWAKA IND.
21

LOCAL WAS ORGANIZED IN 1935

WOMEN HAVE BEEN MEMBERS SINCE ORGANIZATION

PLANTS ORGANIZED BY LOCAL

	PLANT EMP. M	PLANT EMP. W	UNION EMPLOYEES M	UNION EMPLOYEES W
BALL BAND PLANT US RUBBER CO.	3250	3250	3250	5250
		50		50
*	6500		50.	

	M	W
INITIATION	$1	$1
DUES	$1	$1

FINES - $18 FOR NON-PAYMENT OF DUES FOR 3 MONTHS
$25 FOR NON-PAYMENT OF DUES OVER 3 MONTHS

COMMITTEES ON WHICH WOMEN SERVE
ENTERTAINMENT - 4 WOMEN
POLITICAL ACTION - 3 WOMEN
EDUCATION - 1 WOMAN

OTHER COMMITTEES ON WHICH W. MIGHT SERVE
LEGISLATIVE

OFFICES HELD BY WOMEN
NONE

ATTENDANCE IS NOT VERY GOOD BUT BETTER THAN FORMERLY 2

ATTITUDE TOWARD WOMEN
PRESIDENT'S ATTITUDE WAS FAIRLY GOOD BUT HE IS NOT THE KIND WHO WOULD "GO TO BAT" FOR THE WOMEN

ATTITUDE TOWARD EQUAL PAY
PRESIDENT STATED THAT IF WOMEN PERFORM MEN'S WORK THEY ARE ENTITLED TO SAME RATE OF PAY AND UNION INSISTS UPON IT. A WOMAN STEWARD SAID THE MEN IN THE PLANT WITH WHOM SHE COMES IN CONTACT ARE OPPOSED TO WOMEN DOING MEN'S WORK AND RECEIVING MEN'S RATES. THEY JUST DON'T WANT THE WOMEN ON THEIR WORK. #1.

PLANT - UNION

PRODUCT
SELF SEAL GAS TANKS - ARMY RAINCOATS - DIVING SUITS - HOSE - MISCELANEOUS RUBBER ITEMS

UNION HAS BEEN RECOGNIZED IN THIS PLANT SINCE 1936

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1936

ARRANGEMENT FOR PAYMENT OF DUES
PAY AT OFFICE
MEMBERS CAN PAY STEWARDS AT OWN RISK

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES.
40% WERE WOMEN

WOMEN'S UNION ACTIVITIES

SHOP STEWARD	85 MEN	45 WOMEN (3 CHIEF STEWARDS)
GRIEVANCE AND BARGAINING (MADE UP OF 7 DIVISIONAL STEWARDS)	7 MEN	0 WOMEN
LABOR MANAGEMENT	5 MEN	0 WOMEN (HAVE HAD W. ON THIS COMMITTEE)

OTHER UNION COMMITTEES IN PLANT
TRANSPORTATION - MANAGEMENT 1 MEMBER
UNION 1 MEMBER (MAN)

UNION PROGRAM IN PLANT AFFECTING WOMEN
NO SPECIAL PROGRAM

CONTRACT

CONTRACT EXPIRES ON MAY 1 1943. CONTINUES FOR YEARLY PERIODS

KIND OF CONTRACT:
OPEN SHOP

CONTRACT CONTAINS A MAINTENANCE OF MEMBERSHIP CLAUSE

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN - 60¢ WOMEN - 50¢

CONTRACT PROVIDES FOR AUTOMATIC PROGRESSION POLICY. MEN AND WOMEN PROGRESS AT THE SAME RATE - W. BEGIN AT LOWER RATES AND THEREFORE REMAIN AT LOWER RATES

CONTRACT DOES NOT PROHIBIT WAGE DISCRIMINATION AGAINST WOMEN X

CONTRACT DISCRIMINATES OPENLY AGAINST WOMEN BY LOWER HIRING RATE AND BY LOWER WAITING TIME RATE.

CONTRACT MENTIONS "FEMALE" IN CONNECTION WITH HIRING RATE AND WAITING TIME RATE.

SENIORITY
NR
TYPE:
CONTRACT DOES NOT MENTION TYPE OF SENIORITY

CONTRACT DOES NOT LIMIT WOMEN'S SENIORITY RIGHTS - THE WORD "EMPLOYEE" IS USED THRUOUT SENIORITY CLAUSES

SHIFT PREFERENCE BY SENIORITY

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
6 MONTHS
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - 1 TO 6 MONTHS OF SERVICE

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED
XX

FORMAL JOB EVALUATION PROCEDURE: CO. HAS AN ENGINEERING DEPT. BUT UNION DOESN'T HAVE AN ENGINEER CONSEQUENTLY CO. SETS THE RATES - ALL ARE SUBJECT TO GRIEVANCE PROCEDURE M

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS DECIDED BY DECISION OF MANAGEMENT AND BY MANAGEMENT
(CO MAINTAINS AN ENGINEERING DEPT. - ANY DECISIONS FROM IT ARE SUBJECT TO NEGOTIATION)
X

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN? X

PRES. STATED CO. RUNS ON INCENTIVE PLAN - REALLY IT IS PRACTICALLY ALL PIECE WORK. ALL THE WOMEN 3 BLOOM IF EVER MAKE AS MUCH AS THE MEN. WOMEN HAVE BEGIN AT A LOWER RATE AND ARE KEPT AT THE LOWER RATES - THEY CLAIM A FEELING OF SEX PREJUDICE AMONG THE MEN X 3.

SENIORITY
NR
WOMEN ARE GIVEN EQUAL SENIORITY WITH MEN

SHIFTS
MAJORITY OF PLANT WORKS 2 SHIFTS BUT A FEW DEPTS. WORK 3 SHIFTS - W. ARE ON ALL SHIFTS
SOME WOMEN PREFER THE NIGHT SHIFT - IF DAY SHIFT VACANCIES AND NO APPLICATIONS FOR TRANSFER CO. MAY HIRE NEW HELP FOR DAY SHIFT - IN TRANSFERING QUALIFICATION AND SENIORITY PREVAILS
#2. Placement - not by Senior.

REST PERIODS
PLANT ALLOWS FORMAL REST PERIODS FOR MEN AND WOMEN - NOT PAID FOR.
EMPLOYEES WHO WORK INDIVIDUALLY HAVE 15 MINUTES A.M. - NONE IN PM
EMPLOYEES WHO WORK IN GANGS OR GROUPS HAVE 10 MIN. AM
5 MIN. PM
ALL PIECE WORK

LUNCH PERIODS
DEPTS. HAVING NO NIGHT SHIFT - 1 HR
" " A " " ½ HR
" " 3 " 18 PM
LUNCH PERIODS ARE NOT PAID FOR
SAME FOR MEN AND WOMEN

PREGNANCY POLICY
LEAVE OF ABSENCE - 6 MONTHS
MAY BE RENEWED

L a
M - W

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON PIECE WORK
JOBS AND RATES ARE LISTED BY SEX B
WOMEN SAY THAT ON JOBS EMPLOYING BOTH MEN AND WOMEN RATES ARE NOT THE SAME
XX

WLB CASE

REGIONAL NUMBER - NR

SETTLED BY REGIONAL BOARD IN MAY 1943

TYPE OF CASE - NR

ISSUES
GENERAL WAGE INCREASE

RULING
GRANTED A GENERAL INCREASE OF 3¢ PER HOUR - RETROACTIVE TO MAY 1942

3/18/44

Men's Attitudes and Pay Rates

Stanley Lester, President, was elected in January 1944. The local has had women on the Executive Board and a woman Recording Secretary, but somehow no women officers at present. Had a woman on the Grievance Committee two years ago, but she left and no woman was elected in her place. President said that women were more punctual than the men. He is going to try and appoint 50% women on all committees. They are rather lax in attending meetings. He said all jobs are classified, and any changes or upgrading is handled by the Stewards, who know ability and seniority of the employees in thier respective departments. He stated that the union and the company negotiated pay for women while temporarily ill, that is when they have to leave their jobs and lie down in the nurses office say for an hour or an hour and a half. Her rate of pay while resting is 80% of her base rate. President also stated that 66.5¢ per hour is practically the highest rate for women. The local runs entertainments to raise money for cigarettes for the service men, there being 1800 from this plant. Women help on this committee. The local owns its own building, 2 stories on a corner and rent out stores on the ground floor.

1a

Jean Bodine, steward, who worked 17 years for the company, stated that the company is putting up a new lasting machine for shoes and women are put to operate them at much lower rate than the men receive. She also said the men and women performs same kind of work but on different floors, one floor will have a man's rate, another floor where women do the work there is a woman's rate, much, much lower. She stated that the women's highest base rate is 66.5¢ per hour and men's highest base rate is 90 or 92¢ per hour. Agent presumes they do different kind of work. There is an incentive rate or piece work.

b.

Mrs. Rehbien who at present is in the office of St. Joseph County CIO but was formerly employed at this plant, stated that the women were hired at 50¢ per hour when she worked there. She quit when the company began hiring colored men to work among the girls. She used to work in a group or gang, the colored men would not hold up their end of the load and expected the women to help them out. That was too much for her, so she quit.

Union History and Seniority

2.

Mrs. Macready, steward, worked for the company 16 years, Mrs. Kindy, steward, worked 20 years for company, and Mrs. Maltby did not state how long. They all expressed the feeling that the union had done a marvellous job in organizing the plant. Conditions were very bad and wages low. The union was given credit for the back pay they received in 1943. There are, however, many more things to be done for the women. They all complain about not giving the women a fair break. The women stewards claim new women employees will not stay because of the low rates and the work is dirty. Other plants in South Bend pay much higher beginning rates. They themselves feel they have many years of seniority and after the war they will have a job.

Comparison of Pay rates:

3.

President also stated that the company and the union agreed to ask approval of WLB to raise women's beginners rate from 53¢ to 58¢ per hour and to raise men's beginners rate from 63¢ to 70¢ per hour, also to increase the rate for guards, and to equalize the rates in the mill room (all men employees).
The women stewards did not seem to know about this arrangement.

(Note on back of letter by Agent :
"There were no AFL locals with women members in Mishawaka, Ind. ")

31

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M. Bagwell Date 3/18/'44

Plant involved
Agreement attached

Name, title, address of persons interviewed

L. O. Asman, Chmn., Marmon-Herrington Unit, Local #226, U.A.W.-C.I.O., 2434 College St., Indianapolis, Ind.
Miss Margaret Bardash, Steward, " " " " " " " , 1906 Westview Dr., " "
Miss Nannie E. Osburn, Member, " " " " " " " , 521½ S. Holmes Ave., " "

Mr. Everet Stevens, Chmn., Barg. Com.,
Mr. Clarence Lyons, Pres. Chevrolet Commercial Body Unit, " " " , 2702 Lockburn St., " "
Mrs. Clarence Lyons,
Recording Secy., " " " " " " " , 1808 Orleans St., " "
Mrs. George Barger,
Shop Steward, Dept. 65, " " " " " " " , 522 Buchanan St., " "

(Cont. on back of page)

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.A.A.I.W.A. Affiliation C.I.O.
2. Local No. 226 Address 241 W. Maryland St., Indianapolis, Md.
3. How long local organized? 1935-(Marmon-Herrington Plant Unit)
4. Type of worker: (1) productive #; (2) clerical ; (3) maintenance #
5. How long women members? 1937
6. President's name and address, if not listed above

7. Plants organized by local union:

(Approximate figures)

Names	All plant employees Men	All plant employees Women	Union members Men	Union members Women
#33 1) Marmon Herrington Co., Ind.	190	60	190	60
#31 2) Chevrolet Commerical Body	1500	300	~~1680~~ 1350 OK mB	270
not Scheduled 3) Metal Auto Parts Co., Inc.		0		0
#36 4) McQuay-Norris Mfg. Co., Indianapolis Div.	200.	150	N.R.	75
#34 5) Foundry Unit of International Harvester Co.	900	200	900	200
#32 6) American Leather Products Corp-	9	56	9	56
#36 7) Prestolite Storage Battery Corp.	275	50	275	50

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)		
d. Other		

35

9. **Women's local union activities:**

a. **Union committees on which women serve:**

None

b. **List other committees:**

None

c. **Local union offices held by women:**

None

d. **Attendance at union meetings:**

Poor. Attend pretty well from some plants but on whole attendance is poor for men and women. Attendance at meetings of plant units is some better.

10. **Union program for increasing women's participation in union activities: (Give source of comments.)**

Cooperating with Plitical Action Committee of State Induatrial Union Council which includes women's problems inpolitical action program.

11. **Attitude of local union officials interviewed toward:**

a. **Continued employment of women:**

(Given in each plant unit schedule)

b. **Equal pay**

31

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Chevrolet Commercial Body Co. (General Motors Corp., Detroit, Mich.)
2. **Address** 1100 W. Henry St., Indianapolis, Ind.
3. **Product** Aviation parts for Allison; army trucks; gun mounts; Pratt & Whitney motor parts
4. **How long since union had contract in this plant:** Since 1937
5. **Payment of dues:** Checkoff _____ Steward # Other (specify) _____
6. **How long women in this plant members of union:** March 1937
7. **Were women employed on production in this plant in normal times:** Yes, but only a few- about 18 in Trim Department on sewing.
8. **Women's union activities in this plant:**

a. ~~Contract or bargaining~~ Negotiating committees: Yes _____ No # ✓

No. men 7 No. women 0

There has been one woman on Bargaining in past. In general women have not had enough experience and shown enough leadership ability to succeed in getting elected- stated by Clarence Lyons

b. **Labor management committees:** Yes _____ No #

No. men _____ No. women _____

c. **Shop steward:** No. men 31 No. women 9

d. **Grievance committees:** No. men _____ No. women _____

No separate committee- handled ~~by Negotiating~~ Committee

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Negot. Grievance committee	
	Men	Women	Men	Women	Men	Women
#65 -Aircraft Machining	N.R.	180 (approx.)		3		0
#63- Aircraft Stamping	"	110				
#59- Trim	"	10				
#52-Press room & Metal shop	"	0				
#14- Shipping	"	"a few"				

Elected by departments — 1 steward for each 60 or Supervisors in a dept.

Elected by membership — 1 member from each 4 or 5 women in plant

e. Other union committees in plant; their functions; and state if women are members:

None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work: (was not on Committee then but is now)

Clarence Lyons, President of Local 226 & employee at Chevrolet, stated that the separate men's & women's classifications and rates are due to several things. Previously there had been trouble all the time over piece work & rates so the flat hourly rates were agreed upon and have worked out better. The Committee tried to get equal pay for the women but the G.M.C. is very hard to deal with and "in no Chevrolet plant that I know of have the women got equal pay".

Thora Cargal said that the reason for the 82¢ rate for the women was that it was the women's rate when they were in the Trim Department only. She said that She said that there had been numbers of complaints put in by the women asking for equal pay on various jobs; that about a hundred jobs women were on were about the same as men's jobs; that when the request was made for equal pay (over)

b. Training and upgrading opportunities:

Women are upgraded only on women's jobs and according to seniority.

None of women interviewed felt that the previous Committee had tried to do much for the women. There are men's jobs that women could do as they are easier than many women's jobs.

c. Seniority rights:

Cargal, Bagger, Young and Hargis (all old employees, formerly in Trim Department) felt that the men did not want the women in the plant, that the former Committee had done nothing for the women and they say that many women are worried about their jobs after the war.

d. Special activities in regard to community services:

None.

10. Attitude of local union officials interviewed toward special problems of women: (Give source). Lyons said that the men generally in the plant had thought of the women as a "wartime necessity".

a. Continued employment:

Clarence Lyons and Everet Stevens ~~are~~ (newly elected members of the Committee) both have very good attitude. Lyons thinks that perhpas the jobs will have to be reclassified throughout the plant, as at present the majority of women's jobs are in aircraft and when the company converts to trucks again this would leave the women out since aircraft jobs are all new jobs.

b. Equal pay

Lyons felt that other problems in the Local had overshadowed the women's problems in the past. (Agent feels that he and Stevens have just begun to realize the importance of straightening out questions of equal pay and seniority for women. These matters were discussed at some length.)

c. Other

Lyons felt that the union had not done anything to educate the membership. He thought that it was difficult as many of their members come from the country and expect after the war that they can go back to farming if there are no jobs. Also the union has lost much of its leadership through the draft and these men who do not feel themselves to be permanent industrial workers are not interested. The younger members are only interested in getting the money and spending it. He said Lewis, Int. U.A.W. Ed. Staff, has promised to come in & help work out program.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

The older women, Cargal, Barger, Young & Hargis, say that the men have never done anything for the women. They are dissatisfied about the unequal pay and the seniority and feel that there should be women on the committee.
The younger women interviewed, Mrs. Clarence Lyons and Helen Rudicil, think the program inadequate but that the women won't take interest, attend meetings, etc. They agree with the older women on the equal pay and seniority questions but think that none of the women are capable of negotiating with G.M.C. at present. They are co-operating with the Political Action Committee of the State C.I.O. Council which is including women's problems in the Political Action program.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed?* Yes_____ No #

c. Are inexperienced men and women generally started on same job?
Yes_____ No_____

*Women report that there are men's jobs which have been changed slightly and reclassified as women's jobs and that they are just as hard to run as when men were on them

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? (first) Yes # No_____

b. By bargaining? (second) Yes # No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

All women are on lower paid jobs as flat rate for women's jobs is 82¢ and for men's jobs it is $1.09

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes # No
(2) plant wide If so, by sex Yes No
(3) occupation If so, by sex Yes No
(4) temporary and/or regular workers If so, by sex Yes No

If by sex, explain:

Kept by sex as all jobs are classified as M and F. Posted in plant by Depts. Contract calls for separate non-interchangeable occupational groups for men and women. (Contract p.29)

b. Are women discriminated against in any of the following provisions:

(1) promotion* Yes # No
(2) lay-off Yes No # not so far. In recent lay-off men & women laid off according to seniority throughout plant. Cut back applied to all departments - not just to women's by seniority
(3) rehiring Yes N.R. No N.R. No hiring done

If yes, explain:

*Women are not promoted to men's jobs. Company has put women on men's jobs but wanted to reclassify as women's jobs. Women complained so took women off of job or changed it and claimed that it was different job.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes # No
Explain:

New employees are hired for 3rd. shift and move to 2nd. & 1st. by seniority.

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men Women
c. If deducted:
(1) By hourly rate differential: Men Women
(2) By deduction for amount of time involved: Men Women

8. Lunch periods:

a. Length of lunch period:* Men 20" Women 20"

b. Paid for: Men Yes Women Yes

c. If sex differential, give reason

Lunch period is 20 minutes if work on one of three shifts in 24 hours and 30 minutes (not paid for) if work on job which does not run on 2nd & 3rd. shifts.

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence Yes - sick leave

(1) If yes, what is time limit? 90 days - can be extended

(2) Are seniority rights retained? Yes # Broken after 24 mos. No _____

(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
All jobs classified as heavy (Male) and light (Female) Yes # No _____

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____
Jobs are not same. However, many are comparable & some men's jobs are harder
b. Lower for female _____ than some women's jobs
Rate for all women's jobs- 82¢; for all men's $1.09 (except tool & die, etc.)
c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information: Chevrolet Unit Bargaining Com
(1) Interview with Clarence Lyons, President of Local 226 & member of Everet Stevens, Chmn., Bargaining Committee
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires 10/5/'43 Negotiations on ~~xxx~~ contract changes being handled from Detroit. Local C mmmittee also negotiating changes

c. Kind of contract: (Check)
(1) Closed shop
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ____ No # (Provides starting rate 10¢ below rate of job- p.49 of Contract.)
(1) If not, rates: Men 99¢ Women 72¢
10¢ below rate of job gives men 99¢ and women 72¢ (p. 49 of Contract)

b. Automatic progression policy: Yes # No ____
(1) If such policy, same for women as for men: Yes # No ____
If policies differ, explain: (p.49, Par.109d of Contract)

c. Does contract obviate wage discrimination against women: (Board's opinion p.86-Contract)
(1) By "No discrimination clause": Yes # No ____
(2) By equal pay clause: Yes # No ____ (p49 ")
(3) By rate of job regardless of sex: Yes ____ No #

d. Does contract openly discriminate against women? Yes # No ____
If so, explain:
Allows discrimination against women ~~contains~~ in that jobs are separate for M+F + are not classified so that comparable jobs pay the same. Under general classifications of light and heavy work women are on some jobs that are harder and heavier than some that men are on. One woman was put on man's jobs recently and when complaint was taken up (request for man's rate of $1.09) the company took her off of the job and put a man on again. Also (over)

e. No mention of women in contract: Yes ____ No # Explain:
p. 49- Principle of equal pay for women
p. 34- Present local rules regarding laying off of married women to apply
p. 29- Provides that men & women shall be divided into separate non-interchangable occupational groups

3. **Seniority:**

a. **Are seniority lists maintained:** Allows all three ways as may be

(1) by department # If so, by sex Yes # No

(2) plant wide # If so, by sex Yes # No

(3) occupation # If so, by sex Yes # No

(4) temporary and/or regular workers If so, by sex Yes No

If by sex, explain:

Contract allows all three ways as may be negotiated locally. Locally lists are kept by Departments and by sex (pp. 29 & 30 of Contract) (Pars. 58,59,61)

b. **Are women discriminated against in any of the following provisions:**

(1) promotion* Yes # No

(2) lay-off** Yes No #

(3) rehiring Yes No #

If yes, explain:

*Provision that men and women in separate non-interchangeable oc. groups results in discrimination against women although clause on transfers (p.31-par.63 of Contract) does not mention sex.

**Not actually ~~restricted~~ in clauses in contract (pp. 33 & 34 of Contract) but locally married women could be laid off. This is however not a practice in this plant. While there has been no discrimination in lay-offs so far when company converts to peace time product there will be no women's jobs except in the Trim Dept. where only about 18 women were employed before.

4. **Working Conditions:**

a. **Does contract provide rest periods:** Men No Women No

b. **Contract provision for lunch period:**

(1) No provision

(2) Length of lunch period: Men 20* Women 20*

(3) Paid for: Men Yes Women Yes

c. **Does contract provide leave of absence for illness or other similar good cause:** Yes # No (p. 54 of Contract)

(1) Maximum length 90 days sick leave- may be extended

(2) Length of service necessary to get maximum Not stated

d. **Does contract provide for paid vacations:** Yes # No

If yes, state provisions.

For 1942 provides 40 hours pay at ~~xxxxxx~~ each employe's rate of pay for employees having 1 year's seniority; 80 hours pay for employees having 5 years' seniority. (See pp. 50-51 of Contract)

F. War Labor Board Case

1. Title of case Chevrolet Commerical Body Co. (General Motors Corp, Detroit, Mich.) Indianapolis, Ind. & Local 226, U.A.A.A.I.W.A.-C.I.O. Regional number - . . (Handled from Detroit & by N.W.L.B.

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date) _____, National Board (date) _____

3. Type of case: Voluntary # Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Women requested equal pay- $1.09. Union committee classified jobs. Company refused but after women voted to accept offer of 96¢ flat rate for women's jobs, Committee agreed and was sent to W.L.B. as voluntary case.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

CONTRACT

+ ⊕ D & (Local #226)

AMERICAN LEATHER PRODUCTS CORP. INDIANAPOLIS, INDIANA

UNION

2
IWAARIWA-CIO
Local 226

1935

26

1941

FOR UNION INFORMATION SEE SCHEDULE 31

Plants Organized By Local

	Plant M	Plant W	Union M	Union W
American Leather Products Corp	9	56	9	56
		86		86

T 65

Women Held Office Local #226 (none from this plant)

PLANT-UNION

PRODUCT
CANVAS PRODUCTS - SIGNAL SATCHELS - AERIAL KITS, ETC.

UNION HAD FIRST CONTRACT WITH THIS PLANT IN 1941

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1941

PAYMENT OF DUES: STEWARD

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES.

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING COMMITTEE 3 MEN 1 WOMAN

No LABOR MANAGEMENT COMMITTEE

SHOP STEWARD 0 MEN 1 WOMAN

GRIEVANCE COMMITTEE - HANDLED BY BARGAINING COMMITTEE

NO OTHER UNION COMMITTEES IN PLANT

(FOR PROGRAMS FOR INCREASING PARTICIPATION IN UNIONS, SEE NOTES ON BACK.

CONTRACT

CONTRACT EXPIRES AUGUST 31, 1944 AUTOMATIC RENEWAL UNLESS EITHER PARTY GIVES NOTICE OF DESIRE TO CHANGE

KIND OF CONTRACT: EXCLUSIVE BARGAINING AGENCY

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN - 50¢ WOMEN - 40¢

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION FOR MEN AND WOMEN

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE PAID BY RATE OF JOB REGARDLESS OF SEX

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST W.

WOMEN ARE MENTIONED IN SENIORITY AND WAGE SECTIONS OF CONTRACT

SENIORITY

PW

SENIORITY LISTS ARE PLANT-WIDE * X

WOMEN ARE NOT DISCRIMINATED AGAINST IN:
PROMOTION
LAY-OFF
REHIRING

REST PERIODS

PROVIDED FOR MEN AND WOMEN - 2.5 MIN REST PERIODS

LUNCH PERIODS

NO PROVISION

LEAVE OF ABSENCE

NO PROVISION EXCEPT FOR THOSE ENTERING THE SERVICE

0

VACATIONS

NINE MONTHS SERVICE DURING THE YEAR. 30
30 HRS. PAY

TEN MONTHS SERVICE DURING THE YEAR
34 HRS PAY

ELEVEN MONTHS SERVICE (OR OVER) DURING THE YEAR
40 HRS. PAY

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS". B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED. √√

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON THE SAME JOB. X

* only a few men - on heavy jobs

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT C

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOB IS DETERMINED BY BARGAINING

(Co. CLASSIFIES NEW JOBS AND SETS TEMPORARY RATE - THEN IT GOES TO UNION BARGAINING COMMITTEE)

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

NO - WOMEN ARE DOING ALL JOBS THEY CAN, MEN DO THE HEAVIER JOBS √

SENIORITY

PW

SENIORITY LISTS ARE PLANT-WIDE X

TWO LISTS ARE KEPT - ONE FOR WOMEN AND ONE FOR MEN

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF, REHIRING -

PLANT OPERATES ONE SHIFT

REST PERIOD

PLANT ALLOWS REST PERIODS FOR MEN AND WOMEN - PAID FOR -

LUNCH PERIOD

MEN AND WOMEN 30 MINUTES - NOT PAID FOR -

PREGNANCY POLICY

LEAVE OF ABSENCE 1 YEAR - WITHOUT PAY

SENIORITY RIGHTS ARE RETAINED

HAVE GROUP HEALTH AND HOSPITAL INSURANCE WHICH COVERS MATERNITY CASES - IS CO. PLAN. DEDUCTIONS MADE FOR WORKER'S PAYMENTS.

M. E. Lyle

JOB AND RATE SHEET B

MAJORITY OF WOMEN ARE ON PIECE WORK

JOBS AND RATES ARE LISTED BY SEX - JOBS ARE NOT THE SAME √ X

WLB CASE

REGIONAL NUMBER-NR

SETTLED BY REGIONAL BOARD - 3/44

(CONTRACT APPROVED - SOME ISSUES PENDING)

TYPE OF CASE. VOLUNTARY

ISSUES

APPROVAL OF CONTRACT

VACATIONS WITH PAY - 2 WEEKS REQUESTED

3¢ INCREASE ON A FEW MEN'S JOBS

MAINTENANCE OF MEMBERSHIP

(MOST OF JOB RATES AND ALL WOMEN'S RATES HAVE BEEN INCREASED 15% OR MORE SINCE 1941)

RULING

CONTRACT APPROVED

OTHER ISSUES STILL PENDING

3/18/44

Union Program for increasing women's participation in union activities such as:

Equal Pay for Equal Work:
No problem. Women's jobs have been the lighter jobs and only a few men in shop on the heavier jobs that women can't do. If women could do men's jobs and were transfered to them they would get the rate of the job.

Training and upgrading opportunities:
No program along this line. Women upgraded by seniority.

Seniority rights:
Has been no problem. (NO PROGRAM)

Special activities in regard to community services:
None. Mrs. Maybee, Steward and Recording Secretary, feels that Local 226 should undertake some program that would meet community needs.

Attitude of Local union officials interviewed toward special problems of women:

Continued employment:
No question as women are on most jobs now and were on most of jobs before the war. Mr. Loftis, Chairman, Ameridan Leather Products Corp. Unit, and Mrs. Maybee said that the jobs would remain about the same in this plant as men are not subject to draft.

Equal Pay:
Mr. Loftis felt that women should get the rate of a job if they went on man's job.

Other:
Mr. Loftis thinks it is important to educate the union membership and for the Local to undertake program that will meet the needs of the women.

Opinion of interviewed women as to adequacy of union program regarding women:

Mrs. Maybee stated that most of the women in the shop think of the union in terms of pay--if the union gets a raise for them then it is O.K. but otherwise they do not appreciate the value of the union. They regard seniority as important and look to the union to guard their seniority rights.

* Contract, page 2, on Layoffs

"When it becomes necessary to reduce the working force, layoffs shall be made according to strict seniority, (male and female employees separately)...."

MARMON-HERRINGTON, INC. INDIANAPOLIS, INDIANA

D (Local #226)

UNION

Waaaaaa — CIO

2. Local 226 1935

26 1942

FOR UNION INFORMATION SEE SCHEDULE 31

Plants Organized By Local	Plant M	Plant W	Union M	Union W
Marmon Herrington Co. Ind	190	60 24'	190	60 24'

258

Women in offices Local 226 — None from the plant

PLANT - UNION

PRODUCT

TRUCK MANUFACTURING-ARMY COMBAT TRUCKS

UNION HAD FIRST CONTRACT WITH PLANT IN 1935

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE OCT. '42

PAYMENT OF DUES: CHECKOFF

WOMEN WERE NOT EMPLOYED ON PRODUCTION IN NORMAL TIMES.

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING COMMITTEE 5 MEN 0 W. (W. IN SHOP HAVE NOT BEEN ACTIVE IN TIME THEY HAVE BEEN EMPLOYED TO BE ELECTED)

NO LABOR MANAGEMENT COMMITTEE

SHOP STEWARD 10 MEN 1 W. (HAD MORE W BUT ONLY 1 SINCE RECENT LAY-OFF)

GRIEVANCE COMM. - SAME AS BARGAINING COMM.

OTHER UNION COMMITTEES IN PLANT. ENTERTAINMENT COMM. - PLANS SOCIAL AFFAIRS OF UNIT 2 MEN - 3 WOMEN

SHOP STEWARDS SET UP DEPARTMENTALLY CHIEF WOMEN EMPLOYING DEPARTMENTS

DEPT.	M.	W.	SHOP STEWARD M	SHOP STEWARD W	BARGAINING M	BARGAINING W
SERVICE	20	60	NR	1	NR	0

CONTRACT

CONTRACT EXPIRES JUNE 22, 1944 RENEWAL IS AUTOMATIC UNLESS ONE OF PARTIES GIVES NOTICE OF DESIRE TO CHANGE.

KIND OF CONTRACT - UNION SHOP

CONTRACT PROVIDES SAME STARTING RATE FOR MEN AND WOMEN

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST W. BY EQUAL PAY CLAUSE AND BY RATE OF JOB REGARDLESS OF SEX

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST W.

"WOMEN" MENTIONED IN EQUAL PAY CLAUSE.

SENIORITY

SENIORITY LISTS ARE MAINTAINED BY DEPARTMENT AND PLANT-WIDE. THESE ARE NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY OFF, REHIRING

REST PERIOD

NO PROVISION

LUNCH PERIOD

NO PROVISION

LEAVE OF ABSENCE

MAXIMUM LENGTH - 1 YR

LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - LEFT TO DISCRETION OF CO.

VACATIONS

PROVISION FOR 48 HOURS AFTER 1 YEAR'S SERVICE AND INCREASING UP TO 96 HOURS AFTER 7 YEARS

FOR LESS THAN 1 YEAR'S SERVICE ALLOWS 1 DAY FOR EACH 2 MONTHS SERVICE PAID FOR

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS."

THERE ARE NO "MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED

INEXPERIENCED MEN + WOMEN ARE USUALLY STARTED ON SAME JOB &c.

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DECISION OF MANAGEMENT

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT.

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN -

ALL PERSONS INTERVIEWED SAID NO. REASON FOR MORE W. BEING IN SERVICE DEPT. WHERE RATES ARE LOWER IS THAT NOT AS MANY W. HAVE BEEN INTERESTED IN MORE SKILLED JOBS TO BID FOR THEM AND ALSO THEY HAVE LESS SENIORITY.

D + PW SENIORITY

SENIORITY LISTS ARE BY DEPARTMENT AND PLANT-WIDE NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF REHIRING

PLANT ON 1 SHIFT. CONTRACT PROVIDES THAT SENIOR EMPLOYEES HAVE PREFERENCE OF FIRST, SECOND, AND THIRD SHIFTS.

REST PERIOD

NONE FOR MEN. WOMEN HAVE REST PERIODS - PAID FOR

LUNCH PERIOD

MEN AND WOMEN - 30 MIN. NOT PAID FOR

PREGNANCY POLICY

LEAVE OF ABSENCE - 1 YEAR GRANTED AT DISCRETION OF CO.

SENIORITY RIGHTS ARE RETAINED FOR 60 DAYS

JOB AND RATE SHEET

MAJORITY OF WOMEN ARE ON TIME (NO INCENTIVE)

OCCUPATIONS AND RATES ARE NOT LISTED BY SEX

WLB CASE

REGIONAL NUMBER - 6-1726

STATUS OF CASE - CONTRACT APPROVED BY REGIONAL BOARD DEC. 1943 BACK PAY COMPUTATIONS APPEALED BY UNION AND IS PENDING BEFORE REGIONAL BOARD

TYPE OF CASE - DISPUTE

ISSUES

WHEN CONTRACT EXPIRED IN 1941 A NEW CONTRACT WAS NEGOTIATED AND SUBMITTED TO WLB FOR APPROVAL - IN COMPUTING BACK PAY CO. USED RATES AS OF OCT. 1941 IGNORING MERIT INCREASES THAT HAD BEEN GIVEN IN THE 14 MONTHS TIME BEFORE DECISION WAS MADE BY WLB - UNION APPEALED ON THIS MATTER.

RULING

APPROVED CONTRACT

ORDERED BACK PAY RETROACTIVE TO OCT. 1941

EQUAL PAY BECAME EFFECTIVE ON DATE OF EXPIRATION OF CONTRACT - ORDERED AS CLAUSE IN CONTRACT BUT NO BACK PAY DUE AS WOMEN WERE RECEIVING SAME RATES BY TIME CONTRACT WAS APPROVED.

BOTH MEN AND WOMEN BENEFITED FROM CASE AS THEY GOT BACK PAY AS STARTING RATE HAD BEEN 50¢ AND WAS RAISED TO 60¢ BY NEW CONTRACT PROVISION - THEY RECEIVED BACK PAY FROM OCT. 1941.

3/18/44

MARMON-HERRINGTON, INC. INDIANAPOLIS, INDIANA

26

+ D (Local #226)

UNION

Waaaaaa 2. Local 226 1935 — CIO — 26 1942

FOR UNION INFORMATION SEE SCHEDULE 31

Plants Organized By Local	Plant M	Plant W	Union M	Union W
MARMON Herrington Co. Ind	190	60 24'	190	60 24'

258

24.0

(Women in office local 226 — None from the plant)

PLANT-UNION

PRODUCT — TRUCK MANUFACTURING-ARMY COMBAT TRUCKS

UNION HAD FIRST CONTRACT WITH PLANT IN 1935

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE OCT. '42

PAYMENT OF DUES: CHECKOFF

WOMEN WERE NOT EMPLOYED ON PRODUCTION IN NORMAL TIMES.

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING COMMITTEE 5 MEN 0 W. (W. IN SHOP HAVE NOT BEEN ACTIVE IN TIME THEY HAVE BEEN EMPLOYED TO BE ELECTED)

NO LABOR MANAGEMENT COMMITTEE

SHOP STEWARD 10 MEN 1 W. (HAD MORE W BUT ONLY 1 SINCE RECENT LAY-OFF)

GRIEVANCE COMM. - SAME AS BARGAINING COMM.

OTHER UNION COMMITTEES IN PLANT.

ENTERTAINMENT COMM. - PLANS SOCIAL AFFAIRS OF UNIT — 2 MEN - 3 WOMEN

SHOP STEWARDS SET UP DEPARTMENTALLY (CHIEF WOMEN EMPLOYING DEPARTMENTS)

DEPT.	M.	W.	SHOP STEWARD M	SHOP STEWARD W	BARGAINING M	BARGAINING W
SERVICE	20	60	NR	1	NR	0

CONTRACT

CONTRACT EXPIRES JUNE 22 1944 RENEWAL IS AUTOMATIC UNLESS ONE OF PARTIES GIVES NOTICE OF DESIRE TO CHANGE

KIND OF CONTRACT - UNION SHOP

CONTRACT PROVIDES SAME STARTING RATE FOR MEN AND WOMEN

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST W. BY EQUAL PAY CLAUSE AND BY RATE OF JOB REGARDLESS OF SEX

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST W.

"WOMEN" MENTIONED IN EQUAL PAY CLAUSE.

PW D — SENIORITY

SENIORITY LISTS ARE MAINTAINED BY DEPARTMENT AND PLANT-WIDE - THESE ARE NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION LAY OFF, REHIRING

REST PERIOD — NO PROVISION

LUNCH PERIOD — NO PROVISION

LEAVE OF ABSENCE — MAXIMUM LENGTH - 1 YR

LENGTH OF SERVICE NECESSARY TO GET MAXIMUM - LEFT TO DISCRETION OF CO.

VACATIONS

PROVISION FOR 48 HOURS AFTER 1 YEAR'S SERVICE AND INCREASING UP TO 96 HOURS AFTER 7 YEARS

FOR LESS THAN 1 YEAR'S SERVICE ALLOWS 1 DAY FOR EACH 2 MONTHS SERVICE

PAID FOR

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOBS."

THERE ARE NO "MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED.

INEXPERIENCED MEN + WOMEN ARE USUALLY STARTED ON SAME JOBS.

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DECISION OF MANAGEMENT

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT.

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN.

ALL PERSONS INTERVIEWED SAID NO. REASON FOR MORE W. BEING IN SERVICE DEPT. WHERE RATES ARE LOWER IS THAT NOT AS MANY W. HAVE BEEN INTERESTED IN MORE SKILLED JOBS TO BID FOR THEM AND ALSO THEY HAVE LESS SENIORITY.

D + PW — SENIORITY

SENIORITY LISTS ARE BY DEPARTMENT AND PLANT-WIDE NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF, REHIRING

PLANT ON 1 SHIFT. CONTRACT PROVIDES THAT SENIOR EMPLOYEES HAVE PREFERENCE OF FIRST, SECOND, AND THIRD SHIFTS.

REST PERIOD — NONE FOR MEN. WOMEN HAVE REST PERIODS - PAID FOR

LUNCH PERIOD — MEN AND WOMEN - 30 MIN. NOT PAID FOR.

PREGNANCY POLICY — LEAVE OF ABSENCE - 1 YEAR GRANTED AT DISCRETION OF CO. SENIORITY RIGHTS ARE RETAINED FOR 60 DAYS

JOB AND RATE SHEET

MAJORITY OF WOMEN ARE ON TIME (NO INCENTIVE)

OCCUPATIONS AND RATES ARE NOT LISTED BY SEX

WLB CASE

REGIONAL NUMBER - 6-1726

STATUS OF CASE - CONTRACT APPROVED BY REGIONAL BOARD DEC. 1943 BACK PAY COMPUTATIONS APPEALED BY UNION AND IS PENDING BEFORE REGIONAL BOARD

TYPE OF CASE - DISPUTE

ISSUES — WHEN CONTRACT EXPIRED IN 1941 A NEW CONTRACT WAS NEGOTIATED AND SUBMITTED TO WLB FOR APPROVAL - IN COMPUTING BACK PAY CO. USED RATES AS OF OCT. 1941 IGNORING MERIT INCREASES THAT HAD BEEN GIVEN IN THE 14 MONTHS TIME BEFORE DECISION WAS MADE BY WLB - UNION APPEALED ON THIS MATTER.

RULING — APPROVED CONTRACT. ORDERED BACK PAY RETROACTIVE TO OCT. 1941

EQUAL PAY BECAME EFFECTIVE ON DATE OF EXPIRATION OF CONTRACT - ORDERED AS CLAUSE IN CONTRACT BUT NO BACK PAY DUE AS WOMEN WERE RECEIVING SAME RATES BY TIME CONTRACT WAS APPROVED.

BOTH MEN AND WOMEN BENEFITED FROM CASE AS THEY GOT BACK PAY AS STARTING RATE HAD BEEN 50¢ AND WAS RAISED TO 60¢ BY NEW CONTRACT PROVISION - THEY RECEIVED BACK PAY FROM OCT. 1941.

3/12/[illegible]

K

Union Program for increasing women's participation in union activities such as:

(No special program)

Equal Pay for Equal Work:
Have secured equal pay in starting rate and by rate of the job.

Training and Upgrading Opportunities:
Mr. Asman, hairman, Marmon-Herrington Unit, states that women are upgraded according to seniority, just as the men are. Women interviewed stated that there had been women in Machine Shop and on inspection before the lay-off but that most of the women had not worked in factory before and liked the easier work in the Service Dept. better. Some of the girls, they said, were rather afraid of the machines.

Seniority Rights:
All persons interviewed stated that the women had the same seniority as men.

Special Activities in regard to Community Services:
No report.

Attitude of Local Union officials interviewed toward special problems of women:

Continued Employment:
Mr. Asman stated that if the company gets new contract and continues to operate, women will remain in plant in post war period. Is a possibility that entire plant will close but he does not think so. Only part of the plant is new since the war.

Equal Pay:
John Bartee (no report position) and Mr. Asman both stated that women get the same rate as men on the same jobs. Also stated that jobs should be rated by job and not as male and female.

Other:
Mr. Asman said that women were more reluctant to take responsibility but when they did take jobs in the union they were better than the men.

Opinion of interviewed women as to adequacy of union program regarding women:
Women interviewed did not know what else union could do. Said that many women had not worked before and did not understand, did not attend meetings or want to take responsibility. They felt that the union had done something for them by getting the increase in starting rates, all women getting back pay as they had started at 50¢ per hour.

CONTRACT

INTERNATIONAL HARVESTOR CO. - FOUNDRY UNIT
INDIANAPOLIS - INDIANA

UNION

2 UAWA CIO
Local - 226

1935

26

1943

FOR UNION INFORMATION, SEE SCHEDULE 31

Plants Organized By Local	Plant M	Plant W	Union M	Union W
International Harvestor Co. (Foundry Unit)	900	200	900	200
		18		18

T 1100

PLANT - UNION

PRODUCT 1
NAVAL ORDNANCE - 75%
TRUCK ENGINES - 25%

UNION HAD FIRST CONTRACT WITH PLANT IN JULY 1942

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE OCTOBER 1943

PAYMENT OF DUES: STEWARDS

WOMEN WERE NOT EMPLOYED ON PRODUCTION IN NORMAL TIMES.

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING COMM. 1 MEN 0 WOMEN
NO LABOR MANAGEMENT COMMITTEE
SHOP STEWARD 15 MEN 1 WOMAN
GRIEVANCE COMMITTEE ~~NO MEN NO WOMEN~~ (No separate comm.)
STEWARDS ARE APPOINTED BY CHAIRMAN AND BARGAINING COMMITTEE MEMBERS ELECTED BY BODY
NO OTHER UNION COMMITTEES IN PLANT

CONTRACT

CONTRACT EXPIRES AT END OF WAR OR NOT LESS THAN 1 YEAR FROM DATE SIGNED 6/23/43. AUTOMATIC RENEWAL UNLESS EITHER PARTY DESIRES CHANGE.

KIND OF CONTRACT - MAINTENANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN (WOMEN WERE NOT EMPLOYED WHEN CONTRACT SIGNED)

CONTRACT DOES NOT PROVIDE AUTOMATIC PROGRESSION POLICY (SEE ABOVE)

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST W. BY A GENERAL NO DISCRIMINATION CLAUSE.

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST W.

WOMEN NOT MENTIONED IN CONTRACT AS NOT EMPLOYED WHEN CONTRACT NEGOTIATED.

SENIORITY

LISTS ARE MAINTAINED AS PLANT-WIDE - NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF, REHIRING -

REST PERIODS

NO PROVISION

LUNCH PERIODS

FOR MEN AND WOMEN ON ONE OF 3 SHIFTS OF 24 HOUR SCHEDULE:
15 MIN. PAID FOR
ALLOWED IF MANAGEMENT THINKS EQUIPMENT MUST BE SHUT DOWN FOR THIS

LEAVE OF ABSENCE

MAXIMUM LENGTH - NOT STATED DEFINITELY - "AS AGREED UPON PERIOD OF TIME"

PAID VACATIONS

1 WEEK FOR SERVICE RECORD OF 1 YEAR OR LESS THAN 5 YEARS
2 WEEKS FOR SERVICE RECORD OF 5 YEARS OR MORE

PLANT PRACTICES

THERE ARE NO "WOMEN'S JOB".

THERE ARE NO "MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED - (ALL WOMEN IN PLANT REPLACE MEN - WERE NO WOMEN BEFORE THE WAR.)

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB NOR AT SAME RATE

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT.

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOB IS DETERMINED BY MANAGEMENT (MANAGEMENT PLACES W. ON JOBS - WHEN W. WERE BROUGHT IN SHOP MANAGEMENT WANTED TO PAY LOWER RATE BUT UNION OBJECTED AND CO. THEN AGREED TO PAY THE RATE OF JOB

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN -
NO. WOMEN REPLACE MEN AND GET RATE OF JOB

SENIORITY

PLANT-WIDE - NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF, REHIRING

PLANT OPERATES 3 SHIFTS - ONLY A FEW MEN AND WOMEN ON 2ND AND 3RD SHIFTS. PLACEMENT DEPENDS ON SENIORITY - NEW EMPLOYEES ARE HIRED AND TRAINED ON 1ST SHIFT BUT PREFERENCE OF JOB AND SHIFT GOES BY SENIORITY

REST PERIODS

PLANT DOES NOT ALLOW FORMAL REST PERIODS FOR MEN AND WOMEN - (FOR 2 UNITS - MEN EMPLOYED - WHERE THERE IS GROUP WORK 10 MIN. IS GIVEN TWICE DAILY TO ALL RATHER THAN REPLACE INDIVIDUALLY FROM TIME TO TIME

LUNCH PERIODS

MEN AND WOMEN EITHER 15 MIN. WITH PAY FOR — 30 MIN. OR 30 MIN. WITHOUT PAY (as preferred)

PREGNANCY POLICY

DISCHARGED - IF RECORD IS GOOD LEAVE OF ABSENCE BUT IT IS DIFFICULT TO GET LEAVE
TIME LIMIT - 1 YR. WITHOUT PAY - SENIORITY RIGHTS ARE RETAINED

JOB AND RATE SHEET

MAJORITY OF WOMEN ARE ON TIME WORK

OCCUPATIONS AND RATES ARE NOT LISTED BY SEX

WLB CASE

REGIONAL NUMBER - III-5084D

STATUS OF CASE - PENDING BEFORE REGIONAL BOARD

TYPE OF CASE - DISPUTE

ISSUES

EQUAL STARTING RATE FOR WOMEN
WHEN CO. STARTED HIRING WOMEN THEY ARBITRARILY SET THE RATE AS 65¢. THE UNION PROTESTED AND REQUESTED A RATE OF 77¢ FOR THE WOMEN WHICH IS THE RATE THE MEN RECEIVE - UNION TOOK CASE TO WLB, WOMEN HAD NOT COMPLAINED BUT MEN TOOK CASE

PANEL RECOMMENDED INCREASING THE STARTING RATE FOR WOMEN TO 77¢ - RETROACTIVE TO OCT. 15, 1943

3/18/44

Union Program for increasing women's participation in union activities:

Equal Pay for Equal Work:
Case on equal starting rate for women taken to WLB by men--women had not complained.

Training and upgrading opportunities:
Women are replacing men and are upgraded according to seniority. They get the rate of the job. 6 women are on hot metal cranes. Company places women on jobs--union takes up cases if complaint is made.

Seniority Rights:
Women have same seniority as men.

Special activities in regard to community services:
None.

Attitude of local union officials interviewed toward special problems of women:

Continued employment:
"Whether women remain in plant after war depends on seniority." Charles MacDonald, Chairman, Foundry Unit, I.H.C. Unit.
"Depends on seniority. Men coming back from war have seniority, so will not be many to remain." Thinks there will be a few, tho. Chairman, Bargaining Comm.
Thinks a few women will remain. Miss Venis Hicks, Recording Secretary.

Equal Pay:
"Women are replacing men, are doing the work, and should have the same pay as the men." Charles MacDonald.

Other:
N.R.

Opinion of interviewed women as to adequacy of union program regarding women:

Venis Hicks said that the women were ~~xi~~ reluctant to take office or other responsibility in the union. They do not come to meetings so it is hard for the union to interest them.
Margaret Elliot said that she, herself, refused office in the union as she could not do more than her job in the plant ~~as she was not able todo more.~~

McQUAY NORRIS MANUFACTURING CO. INDIANAPOLIS, INDIANA

UNION

IWARAIWA Local 226 2. 1933 CIO 1937 26

SEE SCHEDULE 31 FOR UNION INFORMATION

Plants Organized By Local	PLANT M	PLANT W	Union M	Union W
McQuay Norris MFG Co. Ind. Div.	200	150	NR	75
		48	NR	

(Steels - R.S. (Local #226 Chevrolet - Ind. more from this plant)

T 350 ~~NR~~ 1/1/45 See #31 for total Union membership

PLANT-UNION

PRODUCT	UNION HAD FIRST CONTRACT WITH THIS PLANT IN 1937	WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES.	WOMEN'S UNION ACTIVITIES IN PLANT	
BEARINGS	WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE JUNE 1941	(8 INSPECTORS AND 8 PACKERS)	CONTRACT COMMITTEE	N.A.M. 0 W.
	PAYMENT OF DUES - STEWARD		(CONTRACT PROVIDES FOR 6 MEMBERS - SOME HAD RESIGNED AND DID NOT KNOW JUST HOW MANY MEMBERS)	
			NO LABOR MANAGEMENT COMMITTEE	
			SHOP STEWARD	8 M. 1 W
			NO SEPARATE COMMITTEE FOR GRIEVANCE	
			THERE ARE NO OTHER UNION COMMITTEES IN PLANT	

SHOP STEWARDS AND BARGAINING COMMITTEE NOT SET UP ON DEPARTMENTAL BASIS.
SHOP STEWARDS ARE APPOINTED BY CHAIRMAN
BARGAINING COMMITTEE IS ELECTED

CONTRACT

CONTRACT EXPIRES	CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN	CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE	SENIORITY		REST PERIODS	LUNCH PERIODS	LEAVE OF ABSENCE	PAID VACATIONS
OCT. 1, 1944	CONTRACT DOES NOT PROVIDE AN AUTOMATIC PROGRESSION POLICY	CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN -	SENIORITY LISTS ARE MAINTAINED BY DEPARTMENT AND NOT BY SEX.	WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION LAY-OFF REHIRING	NO PROVISION	NO PROVISION	NO PROVISION EXCEPT FOR MILITARY AND UNION SERVICE)	ONE WEEK WITH PAY FOR THOSE WHO HAVE BEEN ON PAYROLL A YEAR PRIOR TO JUNE 1 OF EACH YEAR
KIND OF CONTRACT - MAINTENANCE OF MEMBERSHIP.		"WOMEN" MENTIONED IN EQUAL PAY CLAUSE						

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS".	A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT. (JOBS ARE NOW BEING RE-CLASSIFIED AND A JOB EVALUATION PLAN IS BEING USED)	OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN	SENIORITY		REST PERIODS	LUNCH PERIODS	PREGNANCY POLICY	JOB AND RATE SHEET
THERE ARE MEN'S JOBS ON WHICH W. ARE EMPLOYED (NOW BEGINNING TO TRANSFER W. TO MEN'S JOBS)	COMPARABILITY OF WOMEN'S WORK ON MEN'S JOB IS DETERMINED BY MANAGEMENT.	NEITHER CHMN. OF UNIT NOR A MEMBER THOUGHT THAT W. HAD BEEN ON LOWER PAID JOBS LONGER DUE TO THEIR BEING W. THE DIVISION BETWEEN MEN'S AND WOMEN'S JOBS HAD BEEN ON A BASIS OF HEAVY AND LIGHT WORK. HOWEVER W. ARE NOW BEING PUT ON MEN'S JOBS WHICH PAY MORE AND ARE ABLE TO PERFORM THEM	SENIORITY LISTS ARE MAINTAINED BY DEPARTMENT AND NOT BY SEX	WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF, REHIRING. IN PRACTICE W. ARE PROMOTED TO MEN'S JOBS. W. LAID OFF OF W'S JOBS AND MEN LAID OFF OF MEN'S AND RE-HIRED ON WOMEN'S JOBS ONLY. W. HAD NOT COMPLAINED ABOUT THIS DIVISION OF JOBS	NONE	MEN AND WOMEN - 30 MINUTES NOT PAID FOR	LEAVE OF ABSENCE - THE 30 DAY TIME LIMIT CAN BE EXTENDED TO COVER MATERNITY SENIORITY RIGHTS ARE RETAINED BUT NOT WITH PAY.	MAJORITY OF WOMEN ARE IN TIME WORK. OCCUPATIONS AND RATES ARE NOT LISTED BY SEX
INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB.	CONTRACT PROVIDES THAT NEW PIECE RATES SET OR ANY MODIFICATION OF PIECE RATES BY CO. SHALL AFTER TRIAL OR UPON COMPLAINT OF EMPLOYEE FOLLOW REGULAR GRIEVANCE PROCEDURE			PLANT OPERATES ON 3 SHIFTS - W. ARE ON 1 AND 2. PLACEMENT DEPENDS ON SENIORITY - ARE HIRED FOR SHIFT WHERE THERE IS VACANCY BUT PREFERENCE OF SHIFT IS GIVEN OLDER EMPLOYEES BY SENIORITY.				

WLB CASE

REGIONAL NUMBER - NR	ISSUES	RULING	
SETTLED BY REGIONAL BOARD - NR DATE	CONTRACT EXPIRED IN OCT. 1943 - NEGOTIATIONS WERE BEGUN ON CHANGES IN CONTRACT. DID NOT OPEN WAGE QUESTION AS THIS WAS PENDING BEFORE WLB FOR ALL OF COMPANY'S PLANTS	CONTRACT APPROVED	CONTINUES PROTECTION AFFORDED THRU UNION. PEOPLE INTERVIEWED DID NOT KNOW JUST WHAT SPECIFIC CHANGES WERE MADE IN CONTRACT
TYPE OF CASE. VOLUNTARY			

1/18/44

Miss Virginia Fox - Member
Mr. Glen Collins - Chmn. McQuay-Norris Unit

Union Program for increasing women's participation in union activities:

Equal pay for equal work:
Secured provision in agreement that if women go on men's jobs they get same rate of pay. Also jobs are now being re-classified and union will demand same rates for men and women on same jobs. Fox and Collins.

Training and upgrading opportunities:
Nothing reported along these lines. Women have had seniority on women's jobs in practice. Did not understand clearly what would happen after the war. Fox.
Contract provision--Article 6, Section 10--If there is an opening on a job in plant, other than common labor, or a new job started in plant, the Company shall notify the Shop Bargaining and Grievance Committee and post said jobs on bulletin boards, if possible, at least three days in advance. Employees shall have the opportunity of applying for the jobs--consideration will be given to seniority and capability.

Seniority Rights:
Union has secured same seniority rights in Contract for men and women but in practice women did not go on men's jobs. Collins

Special activities in regard to community services:
No program.

Attitude of local union officials interviewed toward special problems of women:

Continued employment:
Mr. Collins said that whether women stayed in plant in same number as now after the war would depend on seniority. He is newly elected as Chairman and does not understand different phases of seniority problem as regards women. Does not seem prejudiced against women.

Equal pay:
Mr. Collins thinks that women should get the same pay as men on same jobs. Jobs are being re-classified at the present time. There are union members on the committee.

Other:
Mr. Collins thinks that women and all of membership need education on union problems. He says it is difficult to get enough people to meetings to even carry on the business of the Local.
Virginia Fox did not feel that there was any prejudice against the women on the part of the men. Men were on heavier jobs and women on lighter generally.

Opinion of interviewed women as to adequacy of union program regarding women:

Virginia Fox has been in shop 5 years. She said that she knew that the increases she had received since she went to work at 42½¢ in 1939 had come thru the union but that the new women employees did not know this and were not so interested in the union. She said the attendance at meetings was poor and that it was very hard to educate the members as there was a high rate of turnover, due she thought to the low rates of pay.

PREST-O-LITE STORAGE BATTERY CORP - INDIANAPOLIS, INDIANA

+ ⊕ Dr (Local #226

W. a.a.a. F.W.a. C.I.O.

2 Local 226 8 1935

26 1937

T 325

W. hall pres now from flus plant

UNION

FOR UNION INFORMATION SEE SCHEDULE 31

Plants Organized By Local

	Plant M	Plant W	Union M	Union W
Presto-Lite Storage Battery Corp.	275	50 15	225	50 15

PLANT UNION

PRODUCT

BATTERIES 3

UNION HAD FIRST CONTRACT WITH THIS PLANT IN 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1937

PAYMENT OF DUES - STEWARD

WOMEN IN THIS PLANT HAVE BEEN ON PRODUCTION IN NORMAL TIMES (ABOUT 12) ✓

WOMEN'S UNION ACTIVITIES — NONE

BARGAINING	7 MEN	0 WOMEN
LABOR MANAGEMENT	—	—

(HAD A COMMITTEE BUT UNION MEMBERS WERE NOT VERY ACTIVE SO COMMITTEE WAS DROPPED)

SHOP STEWARDS	11 MEN	0 WOMEN

GRIEVANCE - HANDLED BY BARGAINING COMM.

THERE ARE NO OTHER UNION COMMITTEES IN PLANT

X

DEPT.	M	W
INSPECTION	NR	8-10
SEPARATOR TREAT		8
FOUNDRY		10
SHIPPING		3
ELEMENTS BURNING		6
PAINTING		5
ASSEMBLY		9

SHOP STEWARD — M: NR BY DEPTS. STEWARDS REP. RESENT EACH DEPT — W:

BARGAINING — M: NOT SET UP BY DEPTS. COMPOSED OF 3 UNION OFFICERS AND 3 COMMITTEEMEN ELECTED BY MEMBERSHIP — W:

CONTRACT

CONTRACT EXPIRES AUG 1 1944 - AUTOMATIC RENEWAL UNLESS EITHER PARTY GIVES NOTICE

MAINTAINANCE OF MEMBERSHIP

NR

NR

NR

NR

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" B

THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED (JUST NOW WOMEN ARE BEING PUT ON MEN'S JOBS) VV

INEXPERIENCED MEN AND WOMEN ARE NOT STARTED ON SAME JOB (W. TRANSFERRED FROM W'S JOBS TO MEN'S JOBS) X

FORMAL JOB EVALUATION PLAN NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT NOR FOR "MEN'S" JOBS ON WHICH W. ARE EMPLOYED.

COMPARABILITY OF W'S WORK ON MEN'S JOBS IS DECISION OF MANAGEMENT. M

CONTRACT PROVIDES THAT TRANSFERS TO JOBS OF HIGHER RATE OF PAY OR INVOLVING A HIGHER STANDARD OF WORKING CONDITIONS SHALL BE MADE BY MUTUAL AGREEMENT.)

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN.

W. HAVE BEEN ON W'S JOB WHICH PAY LESS THAN MEN'S. CHMN. OF UNIT SAID THAT W. HAD BEEN ON THE LIGHTER JOBS - MEN'S JOBS HAD BEEN CONSIDERED UNSUITABLE - DUE TO THE SHORTAGE OF LABOR W. ARE NOW GOING ON SOME OF THE MEN'S JOBS - W. MEMBER SAID THAT IN GENERAL IT HAD BEEN ACCEPTED THAT MEN'S JOBS WERE TOO HEAVY FOR W. BUT THAT THERE ARE MEN'S JOBS WHICH W. COULD DO AND NOW DUE TO LABOR SHORTAGE THEY ARE BEING TRANSFERRED TO THESE.

PW

SENIORITY

SENIORITY LISTS ARE PLANT-WIDE BY SEX X

W. HAVE SENIORITY ON W'S JOBS - REQUEST HAS GONE TO WLB FOR APPROVAL OF CLAUSE IN CONTRACT PROVIDING THAT W. BE PLACED ON MEN'S JOBS FOR DURATION OF PERIOD OF LABOR SHORTAGE ONLY.

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF & RHIRING IN THAT THEY HAVE BEEN LIMITED TO WOMEN'S JOBS WHEN THERE ARE SOME HIGHER PAYING MEN'S JOBS WHICH THEY COULD DO.

PLANT IS ON 3 SHIFTS - W. ARE EMPLOYED ON ALL 3 SHIFT PLACEMENT DEPENDS ON SENIORITY. NEW EMPLOYEES ARE HIRED FOR SHIFT ON WHICH THERE IS A VACANCY AFTER THE OLDER WORKERS ARE GIVEN PREFERENCE.

REST PERIODS

PLANT GIVES REST PERIODS FOR MEN AND WOMEN - PAID FOR.

LUNCH PERIODS

30 MINUTES - FOR MEN AND WOMEN - NOT PAID FOR.

PREGNANCY POLICY

LEAVE OF ABSENCE - TIME LIMIT - REASONABLE LENGTH OF TIME

SENIORITY RIGHTS ARE RETAINED.

JOB AND RATE SHEET

METHOD OF PAY - ABOUT EVENLY DIVIDED BETWEEN TIME AND PIECE WORK T&P

OCCUPATIONS AND RATES ARE SPECIFICALLY LISTED BY SEX ✓

ON MEN'S JOBS ON WHICH W. WORK RATES ARE THE SAME FOR MEN AND WOMEN. VV

ON WOMEN'S JOBS RATES ARE LOWER THAN ON MEN'S JOBS.

WLB CASE

CASE NUMBER - 111-2652-D 4
111-4281-HO

STATUS OF CASE - PENDING BEFORE REGIONAL BOARD

TYPE OF CASE - DISPUTE D

ISSUES

APPROVAL OF CONTRACT

CONTRACT EXPIRED AUGUST 1943 - NEGOTIATIONS BEGUN TO REVISE PROVISIONS. CHANGES INCLUDE - MAINTENANCE OF MEMBERSHIP
VACATION PLAN
WAGE INCREASES AND ADJUSTMENTS
(TO CORRECT INTRA-PLANT INEQUITIES AND SECURE INCREASE IN BASE RATE FOR ALL MEN TO 76¢. ALSO TO CORRECT INEQUITIES BETWEEN PAY OF HOURLY RATED EMPLOYEES AND PIECE WORK EMPLOYEES)

AGENT LOOKED THRU FILE IN REGIONAL UAWA OFFICE ON THIS CASE AND FOUND NO MENTION OF REQUEST ON PART OF UNION TO ELIMINATE M AND F JOB CLASSIFICATIONS.

3/18/44

Emory Hart - Chairman of Prest-O-Lite Unit

Emma Dalby - Member

Union Program for Increasing Women's Participation in Union Activities such as:

Equal Pay for Equal Work:
Union and company classified jobs--light jobs as women's jobs.
If women go on men's jobs they get equal pay with men. Emory Hart

There are men's jobs that women can do and are being transferred to now. Does not seem to have been a complaint of the women that they could not go on the men's jobs before this time. They just accepted the classification or thought nothing about it. Now that they are going on these jobs which will pay more they probably won't want to go back to women's jobs after the war--except as they give up jobs to returned service men. Emma Dalby.

Training and Upgrading Opportunities:
Promotions all depend on seniority. Women have always had seniority on women's jobs. Just now they are being transferred to men's jobs and bid for these as they are posted by company. Emma Dalby
Contract Provision: Article III Section 14--Provides that transfers of employees to jobs of a higher rate of pay or involving a higher standard of working conditions shall be made by mutual agreement between the executive shop committee and the management and shall be based upon seniority and the ability of the employees involved to do the work.

Seniority Rights:
Have separate seniority for women and men. Women have seniority among women. Women will now have seniority on the men's jobs but is not clear as to what will happen after the war. Emma Dalby

Special Activities in Regard to Community Services:
None

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

Continued Employment:
Mr. Hart said that women were in the plant before the war and that in the post war period the women would return to the women's jobs and men return to take men's jobs.
Mr. Atwood (no report position) thinks there should be one straight seniority list for plant and that after service men return and are placed straight seniority should prevail.

Equal Pay:
Mr. Hart thinks that women should get the same rate of pay as men if they do same work.
John Bartee (Int. Rep.) thinks that there should be rate for the job and whoever does the job should get that rate.

Other:
Mr. Hart sees need of reaching women but says they do not attend meetings and it is difficult to get at their problems.
Atwood and Bartee both recognize the need for educating the women but did not seem to have much idea about what the union could do. They both thought that to add a woman to their staff might help.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Emma Dalby says that the women have not thought about the union in terms other than pay and settling complaints. Only about 4 women take an active enough interest to attend meetings. The women who have been in shop longer know that they got their wage increases thru the union. She herself, went t work in th shop 8 years ago at 25¢ p. h.

Provisions of Pending Contract:

Differeht starting rates: for men 76¢, for women 65¢

No automatic progression policy in contract

Wage discrimination obviated by equal pay clause, and
provision that men shallnot be replaced in order to lower the rates.

Open discrimination against women - as above in starting rates

"Women" are mentioned in the contract.

Seniority lists are to be by department, and
plant, and
sex

Women are not otherwise discriminated against in layoff, or
rehiring, or
promotion. Strict seniority is to prevail in these matters.

Formal rest periods for men and women twice a day - 5 min. each period.

No provision for lunch period for either men or women.

Leave of absence is to be permitted, but no neces ayr lenght of service is stated.

Paid vacations are included, length to depend upon seniority up to 5 year's.

WLB MATERIAL

+ (1)

24

NOBLITT-SPARKS INDUSTRIES, INC SEYMOUR, INDIANA

38

UNION

UAAAIWA 21
CIO
LOCAL 97
SEYMOUR, INDIANA

24

LOCAL WAS ORGANIZED IN MAY 1942

WOMEN HAVE BEEN MEMBERS SINCE OCT. 1942

TYPE OF WORKER-
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
NORTH PLANT	265	75	170	60
SOUTH PLANT	35	25		
	300	100	170	60
	33⅓		230	26⅔
	26.1			

	M	W
INITIATION	$2	$1 *
DUES	$1	$1
FINES	—	—

* UNION LOCALLY CHARGES $1 TO WOMEN MEMBERS AND MAKES UP OTHER DOLLAR SO THAT $2 IS PAID TO INTERNATIONAL UNION AS REQUIRED.

COMMITTEES ON WHICH WOMEN SERVE
NONE

OTHER COMMITTEES
NONE

UNION OFFICES HELD BY WOMEN
NONE

ATTENDANCE
POOR - MEN ALSO DO NOT ATTEND WELL. WOMEN SAID THAT IF MEETINGS WERE HELD ON SOME OTHER NIGHT THAN FRIDAY WHICH IS PAY DAY THAT THEY THOUGHT ATTENDANCE WOULD BE BETTER. THEY ALSO SUGGESTED THAT A SPECIAL MEETING FOR THE WOMEN MEMBERS FOR THE PURPOSE OF DISCUSSING SPECIAL WOMEN'S PROBLEMS MIGHT AROUSE SOME MORE INTEREST - THE WOMEN INTERVIEWED THOUGHT THERE WAS CONSIDERABLE INTEREST IN THE UNION EVEN THO THEY DID NOT ATTEND MEETINGS.

PLANT-UNION

PRODUCT 0 ✗
MUFFLERS FOR FORDS
BOMB TUBING
HANDLES FOR GAS TANKS
EXHAUST PIPES

UNION HAD FIRST CONTRACT WITH THIS PLANT IN SEPT. 1942

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE OCT. 1942

NO WOMEN WERE ON PRODUCTION BETWEEN 1934 AND OCT. 1942. ✓

PAYMENT OF DUES.
STEWARD

	MEN	WOMEN
BARGAINING	4	0
LABOR-MANAGEMENT	—	—
SHOP STEWARD	3	1 WOMAN ✓
GRIEVANCE	—	—

NO OTHER UNION COMMITTEES IN PLANT

NR BY DEPTS. WOMEN DO INSPECTION AND WORK ON PRODUCTION LINES ✗

CONTRACT

CONTRACT EXPIRES 9-5-44

KIND OF CONTRACT:
EXCLUSIVE BARGAINING AGENT AND MAINTAINANCE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR IN. EXPERIENCED MEN AND W.
MEN - 55¢ WOMEN - 45¢

SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN - BUT DIFFERENTIAL IS MAINTAINED ✓

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN ✗

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY 10¢ DIFFERENTIAL IN WAGE PROVISIONS

WOMEN ARE MENTIONED IN CONTRACT:
JOB AND RATES LISTED AS MALE AND FEMALE
PROVISION THAT WIVES, MOTHERS AND SISTERS OF SERVICE MEN WILL BE GIVEN PREFENCE IN HIRING.

PW SENIORITY
PROVISIONS REGARDING SENIORITY LISTS - PLANT WIDE - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN -
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH: 1 YEAR
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED

PAID VACATION
NO PROVISION

PLANT PRACTICES

THERE ARE 74 JOBS CLASSIFIED AS WOMEN'S BY CO. ENGINEER

ALL WOMEN'S JOBS WERE MEN'S JOBS XX*

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB ✓

* union fighting to get equal pay - WLB case

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT. (ENGINEER WAS EMPLOYED BY CO. DEC. AND JAN. 1943 TO EVALUATE JOBS ✓

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DECISION OF MANAGEMENT M

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

W. WERE PUT ON MEN'S JOBS BUT PAID 10¢ LESS PER HR. SINCE DISPUTE AROSE OVER EQUAL PAY CO. HAS NOT TRANSFERED W. TO MEN'S JOBS - X*
UNION - W. NOT WORKING IN SHOP WHEN CONTRACT SIGNED ALLOWING FOR DIFFERENTIAL IN RATES FOR MEN AND WOMEN. NOW UNION IS FIGHTING FOR ESTABLISHMENT OF EQUAL PAY PRINCIPLE
COMPANY - EMPLOYMENT OF WOMEN ON MEN'S JOBS LOWERS PRODUCTION
* Union protest WLB case

PW SENIORITY
SENIORITY LISTS ARE PLANT WIDE - NOT BY SEX ✓

PLANT OPERATES 1 SHIFT

SENIORITY
WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION - NOT DISCRIMINATED AGAINST IN LAY-OFF
THERE HAS BEEN NO REHIRING

WOMEN ARE NOT NOW BEING TRANSFERED TO MEN'S JOBS ALTHO THEY CAN PERFORM MOST OF THESE JOBS. CO. IS ADVERTISING FOR MEN WORKERS ONLY.

REST PERIODS
PLANT PROVIDES FORMAL REST PERIODS FOR MEN AND WOMEN - PAID FOR

LUNCH PERIOD
MEN AND WOMEN - 1 HR NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE - 1 YEAR
SENIORITY RIGHTS ARE RETAINED
NOT WITH PAY

L 7 a
M - NS

JOB AND RATE SHEET T
MAJORITY OF WOMEN ARE ON TIME WORK - NO W. ON INCENTIVE ONLY MEN ON HANDLE LINE ARE ON INCENTIVE
OCCUPATIONS AND RATES ARE LISTED BY SEX
ALL WOMEN'S JOBS ARE 10¢ LOWER PER HOUR THAN MEN'S.

	BEG. RATE	AFTER 3 MO	AFTER 6 MO
M.	55¢	60¢	65¢
W.	45¢	50¢	55¢

✓ XX

WLB CASE

REGIONAL NUMBER. III-4806-D

STATUS OF CASE - PENDING BEFORE REGIONAL BOARD

TYPE OF CASE. DISPUTE

ISSUES

BEFORE NEGOTIATIONS STARTED ON NEW CONTRACT CO. WAS NOTIFIED THAT UNION WOULD ASK FOR EQUAL PAY FOR W. IN AUGUST 1943 NEGOTIATIONS WERE BEGUN AND EQUAL PAY BECAME AN ISSUE IN DISPUTE. CASE WENT TO WLB AND HEARING WAS HELD. UNION AND CO. ALLOWED WEEK TO PREPARE AND PRESENT BRIEFS FOLLOWING HEARING.

UNION POSITION: THAT ANY LOWERING OF PRODUCTION ON FORD MUFFLER LINE WHICH CO. CLAIMED WAS DUE TO EMPLOYMENT OF WOMEN ON LINE WAS DUE TO OTHER THINGS - THE BOTTLE NECK AT END OF LINE ON WELDING; THE TURNOVER AND PRESENCE OF MANY NEW EMPLOYEES (MORE NEW MEN THAN WOMEN ETC.)

4/6/44

WLB MATERIAL

NOBLITT-SPARKS INDUSTRIES, INC. SEYMOUR, INDIANA

UNION

UAW-AIWA 2
CIO
LOCAL 97
SEYMOUR, INDIANA

24

LOCAL WAS ORGANIZED IN MAY 1942

WOMEN HAVE BEEN MEMBERS SINCE OCT. 1942

TYPE OF WORKER-
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
NORTH PLANT	265	75	170	60
SOUTH PLANT	35	25		
	300	100	170	60
		33⅓	230	26
		26.1		

	M	W
INITIATION	$2	$1 *
DUES	$1	$1
FINES	-	-

* UNION LOCALLY CHARGES $1 TO WOMEN MEMBERS AND MAKES UP OTHER DOLLAR SO THAT $2.15 PAID TO INTERNATIONAL UNION AS REQUIRED.

COMMITTEES ON WHICH WOMEN SERVE
NONE

OTHER COMMITTEES
NONE

UNION OFFICES HELD BY WOMEN
NONE

ATTENDANCE
POOR - MEN ALSO DO NOT ATTEND WELL. WOMEN SAID THAT IF MEETINGS WERE HELD ON SOME OTHER NIGHT THAN FRIDAY WHICH IS PAY DAY THAT THEY THOUGHT ATTENDANCE WOULD BE BETTER. THEY ALSO SUGGESTED THAT A SPECIAL MEETING FOR THE WOMEN MEMBERS FOR THE PURPOSE OF DISCUSSING SPECIAL WOMEN'S PROBLEMS MIGHT AROUSE SOME MORE INTEREST - THE WOMEN INTERVIEWED THOUGHT THERE WAS CONSIDERABLE INTEREST IN THE UNION EVEN THO THEY DID NOT ATTEND MEETINGS.

PLANT-UNION

PRODUCT 0 4
MUFFLERS FOR FORDS
BOMB TUBING
HANDLES FOR GAS TANKS
EXHAUST PIPES

UNION HAD FIRST CONTRACT WITH THIS PLANT IN SEPT. 1942

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE OCT. 1942

NO WOMEN WERE ON PRODUCTION BETWEEN 1934 AND OCT. 1942.

PAYMENT OF DUES.
STEWARD

	MEN	WOMEN
BARGAINING	4	0
LABOR-MANAGEMENT	-	-
SHOP STEWARD	3	1 WOMAN
GRIEVANCE	-	-

NO OTHER UNION COMMITTEES IN PLANT

NR BY DEPTS. WOMEN DO INSPECTION AND WORK ON PRODUCTION LINES

CONTRACT

CONTRACT EXPIRES 9-5-44

KIND OF CONTRACT:
EXCLUSIVE BARGAINING AGENT AND MAINTAINACE OF MEMBERSHIP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND W. MEN - 55¢ & WOMEN - 45¢

SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN - BUT DIFFERENTIAL IS MAINTAINED

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN BY JOB DIFFERENTIAL IN WAGE PROVISIONS

WOMEN ARE MENTIONED IN CONTRACT:
JOB AND RATES LISTED AS MALE AND FEMALE
PROVISION THAT WIVES, MOTHERS AND SISTERS OF SERVICE MEN WILL BE GIVEN PREFENCE IN HIRING.

SENIORITY

PW
PROVISIONS REGARDING SENIORITY LISTS - PLANT WIDE - NOT BY SEX

WOMEN ARE NOT DISCRIMINATED AGAINST IN -
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH: 1 YEAR
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED

PAID VACATION
NO PROVISION

PLANT PRACTICES

THERE ARE 74 JOBS CLASSIFIED AS WOMEN'S BY CO. ENGINEER

ALL WOMEN'S JOBS WERE MEN'S JOBS

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB

* union fighting to get equal pay - WLB case

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT. (ENGINEER WAS EMPLOYED BY CO. DEC. AND JAN. 1943 TO EVALUATE JOBS

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DECISION OF MANAGEMENT

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

W. WERE PUT ON MEN'S JOBS BUT PAID 10¢ LESS PER HR. SINCE DISPUTE AROSE OVER EQUAL PAY CO. HAS NOT TRANSFERED W. TO MEN'S JOBS.

UNION - W. NOT WORKING IN SHOP WHEN CONTRACT SIGNED ALLOWING FOR DIFFERENTIAL IN RATES FOR MEN AND WOMEN. NOW UNION IS FIGHTING FOR ESTABLISHMENT OF EQUAL PAY PRINCIPLE

COMPANY - EMPLOYMENT OF WOMEN ON MEN'S JOBS LOWERS PRODUCTION

*Union protested [WLB case]

SENIORITY

PW
SENIORITY LISTS ARE PLANT WIDE - NOT BY SEX

PLANT OPERATES 1 SHIFT

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION - NOT DISCRIMINATED AGAINST IN LAY-OFF
THERE HAS BEEN NO REHIRING

WOMEN ARE NOT NOW BEING TRANSFERED TO MEN'S JOBS ALTHO THEY CAN PERFORM MOST OF THESE JOBS - CO. IS ADVERTISING FOR MEN WORKERS ONLY.

REST PERIODS
PLANT PROVIDES FORMAL REST PERIODS FOR MEN AND WOMEN - PAID FOR

LUNCH PERIOD
MEN AND WOMEN - 1 HR NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE - 1 YEAR
SENIORITY RIGHTS ARE RETAINED
NOT WITH PAY

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON TIME WORK - NO W. ON INCENTIVE ONLY MEN ON HANDLE LINE ARE ON INCENTIVE
OCCUPATIONS AND RATES ARE LISTED BY SEX
ALL WOMEN'S JOBS ARE 10¢ LOWER PER HOUR THAN MEN'S -

	BEG. RATE	AFTER 3 MO	AFTER 6 MO
M.	55¢	60¢	65¢
W.	45¢	50¢	55¢

WLB CASE

REGIONAL NUMBER.
III-4306-D

STATUS OF CASE - PENDING BEFORE REGIONAL BOARD

TYPE OF CASE.
DISPUTE

ISSUES

BEFORE NEGOTIATIONS STARTED ON NEW CONTRACT CO. WAS NOTIFIED THAT UNION WOULD ASK FOR EQUAL PAY FOR W. IN AUGUST 1943 NEGOTIATIONS WERE BEGUN AND EQUAL PAY BECAME AN ISSUE IN DISPUTE. CASE WENT TO WLB AND HEARING WAS HELD. UNION AND CO. ALLOWED WEEK TO PREPARE AND PRESENT BRIEFS FOLLOWING HEARING

UNION POSITION: THAT ANY LOWERING OF PRODUCTION ON FORD MUFFLER LINE WHICH CO. CLAIMED WAS DUE TO EMPLOYMENT OF WOMEN ON LINE WAS DUE TO OTHER THINGS - THE BOTTLE NECK AT END OF LINE ON WELDING; THE TURNOVER AND PRESENCE OF MANY NEW EMPLOYEES (MORE NEW MEN THAN WOMEN ETC.)

1/1/44

Union Program for Increasing Women's Participation in Union Activities:

No special program.
Previous gains made by the union have held the interest of the women and at present they are very much interested in the request that has been made for equal pay.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Donica, President, thinks women do the same work that men did so that there is no reason why they should not stay in the plant on basis of straight seniority.

Equal Pay:
John Bartee, Int. Rep., stated that when contract was first signed with company there were no women in the plant and that the representative for the union had not had so much experience so that the question of equal pay did not receive proper attention. Mr. Donica believes that the principles of equal pay should prevail. He says that in the present case pending before the WLB the company's contention that women do less work than men is not true--they have taken over men's jobs.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
In first negotiations with company, when plant was organized, union agreed to wage differential in rates. No women were employed and Mr. Donica said that they did not pay much attention to this point. At the present time the union is putting up a fight to get equal pay principle established. The company position is that women should be paid less on production jobs than men as they bring production down. The union holds that the women do the same work as the men and the company's claim that production came down on the Ford muffler line is due to other reasons. (Union position given in detail in union's brief following WLB panel hearing.)

Training and Upgrading Opportunities:
Women were put on men's jobs before the WLB case was taken up. Now they do not put women on other jobs than they are now on. Local newspaper carries advertisement for men workers only. Persosn interviewed stated that women could do more jobs in the plant and that more men will be drafted. None have been hired as yet. Had cut in production some time ago.

Seniority Rights:
Same for men and women.

Special Activities in regard to community services:
None. Women did not feel special need along these lines.

Attitude of local union officlas interviewed towar d special problems of women:

See above for "Continued Employment" and "Equal Pay"

Other:
Equal pay seems to be only problem that has been thought about. Women interviewed did not seem to be conscious of any special probjems other than this.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:
Women seem chiefly interested in pay. Some few were talking of a walk out to try to get answer from WLB on equal pay case.

CONTRACT

BRIGGS INDIANA CORP EVANSVILLE - INDIANA

41

UNION

UAWA 2
CIO
LOCAL 265
EVANSVILLE, INDIANA
25

LOCAL WAS ORGANIZED IN 1937

WOMEN HAVE BEEN MEMBERS SINCE APRIL 1937

TYPE OF WORKER.
PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
BRIGGS INDIANA	1738	1585	1703	1494
	47		47	
	46.7			

	M	W
INITIATION	$2	$2
DUES	$1	$1
FINES	-	-

OTHER - CONSTITUTION OF INT. UNION LIMITS ASSESSMENTS BY INT. UNION TO $1 PER YEAR. THERE IS A $1 ASSESSMENT THIS YEAR TO BE PAID BY JUNE 1ST

COMMITTEES ON WHICH W. SERVE
NONE

OTHER COMMITTEES
EDUCATION — POST WAR
POLITICAL ACTION — RELIEF
ENTERTAINMENT — UNION LABEL

OFFICES HELD BY WOMEN
NONE
(WOMAN TRUSTEE WAS NOT RE-ELECTED THIS TIME)

ATTENDANCE
NOT VERY GOOD ORDINARILY BUT IF THERE IS AN IMPORTANT ISSUE TO BE DISCUSSED THEY ATTEND WELL.

PLANT-UNION

2 PRODUCT
AIRPLANE WINGS

UNION HAD FIRST CONTRACT WITH PLANT IN JUNE 1937

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE APRIL 1937

PAYMENT OF DUES.
STEWARD
AT UNION OFFICE

WOMEN WERE ON PRODUCTION IN NORMAL TIMES - ABOUT 200
WE HAVE NO MEN'S SENIORITY LIST
(Sewing only)

	M	W
BARGAINING	5	0
LABOR MANAGEMENT	-	-
CHIEF SHOP STEWARD	90	1
LINE STEWARDS	200	0
GRIEVANCE	-	-

NO OTHER UNION COMMITTEES IN PLANT

CHIEF STEWARDS ELECTED TO REPRESENT ALL DEPTS

LINE STEWARDS APPOINTED BY CHIEF SHOP STEWARDS

CONTRACT

CONTRACT EXPIRES ON NOV. 13, 1944

KIND OF CONTRACT:
MAINTENANCE OF MEMBERSHIP

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY
EQUAL PAY CLAUSE
SAME MINIMUM RATE

CONTRACT OPENLY DISCRIMINATES AGAINST W. IN CLAUSE STATING THAT SENIORITY WILL RETURN TO ORIGINAL STATUS AT END OF WAR - THIS WILL LIMIT W'S SENIORITY TO SEWING JOBS

W. MENTIONED IN CONTRACT:
EQUAL PAY CLAUSE
REST PERIODS

SENIORITY

SENIORITY LISTS ARE MAINTAINED BY DIVISION AT PRESENT. AFTER WAR WILL RETURN TO ORIGINAL STATUS WHICH PREVAILED ON JAN. 30, 1942

*For Duration (Women will revert to Sep-Senior.)

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
MEN AND WOMEN
30 MINUTES
NOT PAID FOR

LEAVE OF ABSENCE
NO PROVISION

PAID VACATIONS
NO PROVISION

PLANT PRACTICES

THERE ARE NO "WOMEN'S" JOBS

THERE ARE NO MEN'S JOBS ON WHICH W. ARE EMPLOYED EXCEPT JOBS TOO HEAVY FOR W. - HAD SOME COMPLAINTS WHEN CO. PUT W. ON JOBS THAT WERE TOO HARD

INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT. GOES TO UNION IF COMPLAINT (HAVE BEEN SOME CASES WHERE W. REFUSED TO DO JOB BECAUSE IT WAS TOO HARD AND MEN COMPLAINED SAYING THEY WERE GETTING SAME PAY)

PERSONS INTERVIEWED DID NOT THINK W. WERE KEPT ON LOWER PAID JOBS LONGER THAN MEN.

SENIORITY

SENIORITY IS BY DIVISION NOW BUT AT END OF WAR IT WILL RETURN TO DEPARTMENT - W. HAD SENIORITY AMONG THEMSELVES IN SEWING DEPT.

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES ON 2 SHIFTS. W. ARE ON BOTH

PLACEMENT DOES NOT DEPEND ON SENIORITY.

REST PERIODS
NONE *

(W. HAD 15 "REST PERIODS BEFORE WENT TO JOBS OUTSIDE OF SEWING - WHEN PUT ON SAME JOBS AS MEN THIS WAS ELIMINATED.)

* W. ARE TO TAKE REST PERIODS ONLY WHEN NECESSARY AND AT A TIME WHICH WILL LEAST INTERFERE WITH PRODUCTION.

LUNCH PERIODS
MEN AND WOMEN.
30 MINUTES
NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE
6 MONTHS - CAN BE EXTENDED
WITHOUT PAY
SENIORITY RIGHTS ARE RETAINED

JOB AND RATE SHEET
MAJORITY OF W. ARE ON TIME WORK

OCCUPATIONS AND RATES ARE NOT LISTED BY SEX

4/17/44

Mr. Arnold Atwood -- Regional Director
Mr. Estel Ragsdale -- President
Mr. George Falls -- Member
Mrs. Helena O'Bryant -- Member
Miss Mary Baker -- Member
Mrs. Genevieve Simmons -- Member

K

Union Program for Increasing Women's Participation in Union Activities:

No special program reported by persons interviewed. Women's participation is thought of in terms of attendance at union meetings and activity in plant.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Mr. Falls said that women would continue to work if they had enough seniority after service men who return are taken care of. Also thinks union should plan to see that wives of service men who are killed or return handicapped are guaranteed jobs.
Mr. Ragsdale and Mr. Falls gave impression that men in union had thought that not so many women would have to continue working and that to have them go back to sewing jobs would be satisfactory. They do not know how many women actually want to keep working or how many will have to.
Women interviewed said that most of the women, they thought, from hearing them talk would want to continue working.

Equal Pay:
Men interviewed feel that women should get the rate for the job without question and said that the union sees to it that they do.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
Mr. Falls said that union sees to it that the women do get the rate of the job. Women Interviewed said this also.

Training and Upgrading Opportunities:
Mr. Ragsdale said that they had not had to take up any complaints for women for not being upgraded. Women interviewed did not complain of this but did not report that women were upgraded to better paying jobs.

Seniority Rights:
Mr. Atwood stated that there should be one plant wide list. He thought this the only way to avoid troubles experienced at Chrysler. Persons interviewed reported at first that women had same seniority as men but differed in their interpretation of contract clauses. Mr. Falls thought that the union would be able to see that women had the right to jobs in other than sewing department.
Women interviewed seemed to be not too concerned over fact that contract provided that seniority return to original status at expiration of war work which gave them seniority in sewing only. Women interviewed were in that department before the war so would have jobs. They stated, though, that they thought most of the women talked as tho they wanted to keep working.

Special Activities in Regard to Community Services:
Union is very actively fighting for better transportation facilities in Evansville. Have been on radio in this connection. Have taken up the matter with their state Political Action Committee and have had reply from Walter Frisbee, Chmn. in Indianapolis, promising action from the State Committee (UAWA).

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

See above for Continued employment
Equal pay

Other:
Mr. Ragsdale said that the union was starting an educational program. Has not thought of women's special interests so much.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Women interviewed seemed to have accepted the provision in contract that they would go back to sewing department after the war. They worked in that department so have protection. They thought the union was seeing to it that they had the same seniority protection as the men at present time.

Mrs. Baker reported that something needed to be done about some of community problems--transportation being the worst and getting banks to adjust their hours was another need which she felt important.

Mrs. O'Bryant (former shop steward who attended last UAWA Convention) said that she had been active in the union and tried to do all that she could to push things for the women but that there had been some friction and the women had decided to "leave it to the men."

(Contract p. 57 and 58 - Interpretations of Formal Rest Period provision in art. 5 :

"It had been the policy of this company to allowfemale employees a 15 rest period each half shift. It is the opinon of the Union and the Compahy that for women to produce 'comparable quantity and quality' the same as men they should work the same as men. When necessity requires a rest period it shall be taken as stated,'at a time which will leas interfere with production' for example when waiting for inspection ok... Note; the Michigan Law does not specifically provide for a 15 min. rest period - it is merely a recommendation of the Department of La bor and Industry. " underlining by agent)

CONTRACT + ⊗ ✓ REPUBLIC AVIATION CORP EVANSVILLE, INDIANA

UNION

UAWA 2
CIO
LOCAL 492
EVANSVILLE, IND.
25

LOCAL WAS ORGANIZED IN 1942

WOMEN HAVE BEEN MEMBERS SINCE NOV. 1942

TYPE OF WORKER:
PRODUCTIVE
MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
REPUBLIC AVIATION	4000	4000	1950	1950
		50%		50
		50.0		

	M-W
INITIATION	$2
DUES	$1
FINES	—

OTHER- $1 ASSESSMENT BY INTERNATIONAL UNION FOR POST WAR FUND TO BE PAID BY JUNE 1ST.

FINES — None

COMMITTEES ON WHICH WOMEN SERVE
NONE

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
RECORDING SECY GUIDE
FINANCIAL SECY
DELEGATE TO STATE INDUSTRIAL COUNCIL

ATTENDANCE
WOMEN ATTEND WELL.

PLANT-UNION

PRODUCT 2
THUNDERBOLT FIGHTER PLANES

UNION HAD FIRST CONTRACT WITH PLANT IN JANUARY 1944

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE NOV. 1942

PAYMENT OF DUES-
STEWARD
UNION OFFICE

THIS IS A NEW PLANT BUILT SINCE THE WAR

	M	W
BARGAINING	7	0
LABOR-MANAGEMENT	—	—
SHOP STEWARD	70	5-6

NO SEPARATE GRIEVANCE COMM.

NO OTHER UNION COMMITTEES IN PLANT- X

CONTRACT

CONTRACT EXPIRES JAN. 1945- AUTOMATIC RENEWAL UNLESS EITHER PARTY GIVES 30 DAY NOTICE OF DESIRE TO CHANGE OR TERMINATE

KIND OF CONTRACT: EXCLUSIVE BARGAINING AGENT

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN

CONTRACT DOES NOT PROVIDE AUTOMATIC PROGRESSION POLICY

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE ✓

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

WOMEN ARE MENTIONED IN CONTRACT IN EQUAL PAY CLAUSE

PW Occ

SENIORITY

SENIORITY LISTS ARE MAINTAINED
1ST- OCCUPATION
2ND. DEPARTMENT
3RD. PLANT WIDE
NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
CONTRACT PROVIDES REST PERIODS FOR MEN AND WOMEN. 10 MIN. FOR EACH 1/2 SHIFT.

LUNCH PERIODS
NO PROVISION

LEAVE OF ABSENCE
FOR ILLNESS- 3 MOS 12 WEEKS CAN BE EXTENDED
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED

PAID VACATIONS
FOR 1 YEAR OF SERVICE ENTITLED TO 5 DAYS VACATION PAY IN ANY 1 YEAR.
FOR LESS THAN 1 YEAR SERVICE VACATION PAY ALLOWED ON PRO-RATE BASIS

PLANT PRACTICES

THERE ARE NO "MEN'S JOBS" OR "WOMEN'S JOBS" ON JOB AND RATE SHEET BUT IN PRACTICE THERE ARE JOBS IN MACHINE SHOP WHICH W. COULD DO BUT ARE NOT UPGRADED TO THESE JOBS.
NR IF INEXPERIENCED MEN AND WOMEN ARE STARTED ON SAME JOB

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT. (REC SEC. SAID PLAN IS USED TO EVALUATE PEOPLE AND NOT JOBS PRES. SAID CO. USED IT TO HOLD MAJORITY OF WORKERS IN LOWER END OF BRACKET WITHIN JOB CLASSIFICATIONS AND THEY HAD TROUBLE GETTING PROMOTIONS TO TOP RATES. SEE WLB CASE M
COMPARABILITY OF W's WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT

OPINIONS ON WHETHER MAJORITY OF W. ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN.
PRES. SAID CO. HAS NOT ATTEMPTED TO DISCRIMINATE AGAINST W. IN THIS WAY. ✓

Occ, Dept, PW

SENIORITY

SENIORITY LISTS ARE MAINTAINED
1ST. OCCUPATION
2ND. DEPARTMENT
3RD. PLANT WIDE
NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES 2 SHIFTS W. ARE ON BOTH SHIFTS. PLACEMENT DOES NOT DEPEND ON SENIORITY

REST PERIODS
PROVIDED FOR MEN AND WOMEN- PAID FOR

LUNCH PERIODS
MEN AND WOMEN- 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
12 WEEKS- CAN BE EXTENDED
SENIORITY RIGHTS ARE RETAINED
WITH PAY - 5 DAYS AFTER 1 YR OF SERVICE AND ON PRO-RATA BASIS FOR LESS THAN 1 YEAR'S SERVICE
Lga. MAS

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON TIME WORK. T
OCCUPATIONS AND RATES ARE NOT LISTED BY SEX X

WLB CASE

REGIONAL NUMBER
NR

STATUS-
PENDING BEFORE NATIONAL WLB

TYPE-
DISPUTE

ISSUES

NO ISSUES AFFECTING WOMEN SEPARATELY FROM MEN.
PROVISIONS IN 1944 AGREEMENT WERE AGREED UPON BETWEEN UNION AND CO. UNION REQUEST FOR MAINTENANCE OF MEMBERSHIP- CHECK-OFF AND WAGE INCREASES ARE BEFORE WLB
PRES. REPORTED THAT WAGE ISSUE INVOLVED JOB CLASSIFICATIONS - UNION WANTS JOBS CLASSIFIED ACCORDING TO SKILL REQUIRED RATHER THAN ON JOB EVALUATION PLAN USED BY CO. NOW.

4/19/44

Mr. Donald Scales - President
Miss Loretta Durham - Rec. Secy.
MissVelia Ewers,- Financial Secy.

Union Program for Increasing Women's Participation in Union Activities:

Persons interviewed did not report any special program they had had to try to reach women--except recreational activities.

Attitude of Local Union Officials Interviewed Toward:

Continued Employment of Women:
Have same seniority as men so will continue to work if there are enough jobs.

Equal Pay:
Rates are same for men and women. Promotions are made by seniority.

Union Program for Increasing Women's Participation in Union Activities:

Equal Pay for Equal Work:
Demands same rates for women as men. Persons interviewed said that women do get same rates as men.

Training and Upgrading Opportunities:
Neither men nor women are promoted from lower to top rates of brackets. Mr. Scales said that the union was fighting this case and it is an issue before the WLB now. Company uses job evaluation plan to classify workers and refuses to let union see plan.
Loretta Durham, a milling machine operator in the machine shop, reported that her foreman told her that if she learned to do her own set up she could be put in grade 6 instead of 8 but that when she did learn he told her that she couldn't as only men were put in grade 8.

Seniority rights:
Men and women have same seniority rights. None of persons interviewed reported any difference between men's and women's seniority.

Special Activities in Regard to Community Services:
None reported.

Attitude of Local Union Officials Interviewed Toward Special Problems of Women:

Continued Employment:
Mr. Scales said that this would be according to seniority. Women have same seniority as men.

Equal Pay:
Mr. Scales said that the rates were same for men and women but that he was having trouble with the company to get people promoted from lower to top rates in bracket within job classifications. This affects men and women.

Other:
None.

Opinion of Interviewed Women as to Adequacy of Union Program Regarding Women:

Miss Durham and Miss Ewers said that the union had done so much to improve conditions but that many women do not attend meetings and do not understand what the union does do. They do not seem to have thought of ways in which the union could reach the women or of the need for program other than to handle grievances and wage questions.

CONTRACT

PIERCE GOVERNOR CO. ANDERSON, IND

45

UNION

UAWA 21
CIO
940
ANDERSON, IND.
23

UNION WAS ORGANIZED IN MARCH 1942

WOMEN HAVE BEEN MEMBERS SINCE 1942

TYPE OF WORKER
PRODUCTIVE
MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
PIERCE GOVERNOR CO.	260	390	125	300
	60%		70%	
	60		71	
Women — 70.6				

INITIATION $2
DUES $1
FINES —
ASSESSMENT BY INTERNATIONAL UNION $1 YR

COMMITTEES ON WHICH WOMEN SERVE
NONE

OTHER COMMITTEES
NONE. NO COMMITTEES OTHER THAN THE BARGAINING COMM.

OFFICES HELD BY WOMEN
NONE

ATTENDANCE
POOR EXCEPT WHEN THERE IS AN ISSUE AFFECTING THEM. RECENTLY QUESTION OF PROPER CAPS AND REPLACEMENT COST WAS DISCUSSED AND THEY ATTENDED BECAUSE THEY WERE INTERESTED IN THE MATTER.

PLANT

4 PRODUCT
GOVERNORS FOR AUTOS, TANKS, TRACTORS, TRUCKS, BOMB SIGHTS

UNION HAS HAD CONTRACT WITH PLANT SINCE 1942

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1942

PAYMENT OF DUES
STEWARD
UNION OFFICE

WOMEN WERE NOT ON PRODUCTION IN NORMAL TIMES ✓

WOMEN'S UNION ACTIVITIES IN PLANT

BARGAINING COMM.	5 M. 0 W.
LABOR-MANAGEMENT	— —
SHOP STEWARDS	10 M. 0 W.

NO SEPARATE GRIEVANCE COMM.

NO OTHER UNION COMMITTEES IN PLANT

DEPT.	No. EMPLOYED		SHOP STEWARDS	
MILLING MACHINES	10	6	1*	1*
SCREW MACHINES	35	7	NR	0
DRILL PRESS	25	56	1	0
OTHER DEPTS. NR				

* FOR THIS ZONE-NOT JUST A DEPT.

CONTRACT

CONTRACT EXPIRES JUNE 19, 1944

KIND OF CONTRACT
MAINTENANCE OF MEMBERSHIP

CONTRACT PROVIDES SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN IF W. ARE ON MEN'S JOBS - IF START ON W'S JOB RATE IS LOWER - M-85¢ W-60¢ W. ON MEN'S JOBS 70¢
CONTRACT PROVIDES SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN IN REGARD TO TIME BUT RATE IS SAME ONLY WHERE W. BEGIN ON MEN'S JOBS. BUT NOT SAME IF DON'T MAKE GOOD CONT'D NEXT PAGE

SEE NEXT PAGES FOR WAGE DISCRIMINATION AGAINST WOMEN, AND CONTRACT DISCRIMINATION

D (+ F W L C C)

SENIORITY
SENIORITY LISTS BY
DEPARTMENT
PLANT-WIDE
OCCUPATION
NOT BY SEX EXCEPT FOR GROUP OF WOMEN'S JOBS

WOMEN ARE DISCRIMINATED AGAINST IN PROMOTION - CONTRACT PROVIDES THAT W. SHALL NOT GO ON MEN'S JOBS UNTIL MAN-POWER IN PLANT IS EXHAUSTED

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
60-90 DAYS. CAN BE EXTENDED. PREGNANCY LEAVE CAN BE EXTENDED TO 18 MO.
LENGTH OF SERVICE NECESSARY TO GET MAXIMUM NOT STATED
M.L

PAID VACATIONS
1 YR. SERVICE - 1 WK's (40 HRS) PAY
3, 6, OR 9 MOS. PROPORTIONATE AMOUNT

ALSO PROVIDES FOR XMAS. BONUS OF 40 HRS. PAY AFTER 1 YR's SERVICE

PLANT PRACTICES

THERE ARE "WOMEN'S JOBS" B
THERE ARE MEN'S JOBS ON WHICH W. ARE EMPLOYED
INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB.

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT AND BY BARGAINING (DECISIONS WERE MADE BY BARGAINING WHEN WOMEN FIRST CAME INTO PLANT) M+C

SEE NEXT PAGES FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN. X
O

Occ, Dept, PW SENIORITY

SENIORITY LISTS BY
DEPARTMENT
PLANT WIDE
OCCUPATION
NOT BY SEX EXCEPT FOR GROUP OF WOMEN'S JOBS ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES 2 SHIFTS WOMEN ON BOTH
PLACEMENT DEPENDS ON SENIORITY. HAVE HAD NO LAYOFF

REST PERIODS
NONE

LUNCH PERIOD
MEN AND WOMEN
30 MINUTES
NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE
60-90 DAYS - NOT TO BE EXTENDED BEYOND 18 MONTHS
M. L. Yes

JOB AND RATE SHEET
METHOD OF PAY: T
TIME - A WAGE PAYMENT PLAN IS PROVIDED BY WHICH RATE OF JOBS ARE INCREASED TO TOP RATES ONLY AS PRODUCTION OF GOVERNORS IS INCREASED AND SALES VALUE OF GOVERNORS IS HIGHER.
OCCUPATIONS AND RATES ARE LISTED BY SEX
RATES ARE SAME FOR M. + W. ON ALL MEN'S JOBS - LOWER FOR W. ON W's JOBS

WLB CASE

REGIONAL BOARD - NR

STATUS OF CASE
SETTLED BY REGIONAL BOARD 11-6-43

TYPE OF CASE
NR

ISSUES
APPROVAL OF CONTRACT
WAGE INCREASE
5¢ ON ALL PRODUCTION JOBS
ADDITIONAL 5¢ ON WOMEN'S JOBS

RULING
APPROVAL

BENEFIT TO WOMEN
WLB ORDERED 10¢ RAISE ON WOMEN'S JOBS, 5¢ ON OTHERS

5/17/44

#45 K

Mr. Robert Crouse - President
Mr. Bert Helms - Fin. Secy.
Mrs. Philomena Moore - Alternate Shop Steward
Mrs. Flo Hawes - Member
Mr. T. L. Gillespie - Fin. Secy.
Mr. Bob Wilson - Chmn. Bargaining Comm.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Mr. Crouse seemed not to have thought of women except with regard to getting them in the union. Did not seem to expect much participation or to think it was necessary.
Gillespie, Helms and Wilson reported nothing in this connection. Did not seem very interested in having women participate or to think it necessary.
Flo Hawes said men did not want them to be stewards and would say, "You think I want a woman to represent men". She said if women were active the men just called them "hotheads."

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Mr. Crouse said that women would stay in plant if they accumulated enough seniority and were not let out because of the number of military men returning to their jobs.
Other men interviewed did not express themselves on this point. Flo Hawes and Philomena Moore said that the men did not want them in the plant and that some men expected them to go as soon as the armistice was signed.

Equal Pay:
Mr. Crouse said that he thought women should get the same pay as the men for the same work done. He said that when the company began to put women on men's jobs in 1943 the union demanded equal pay by rate of job and secured this agreement from company.
Bob Wilson said that they had not allowed the rate of the job to be cut when the women first came into the plant and the classification of certain jobs as women's jobs was done.
Agent thinks men interested only in keeping rate of jobs up to protect themselves.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Mr. Crouse said that the union had maintained rate of job for women on men's jobs. Women's jobs were so classified when women first went into plant and rate of jobs was not allowed to be lowered. Purpose of men, however, seems to have been to protect the rate because they expect to be back on these jobs and not because they were so interested in women having equal pay. Flo Hawes said that men in shop would say "You will be sorry you have got the equal pay," "You get same pay so you must do the job", etc. All men and women interviewed thought the women were doing work that was too heavy. They also thought ~~that women were doing work~~ that re-engineering could be done but that the company probably would not do it. Mr. Wilson said that they got a 10¢ increase for the women and a 5¢ increase for the men.

Training and Upgrading Opportunities:
No upgrading of women to men's jobs until 1943. Women's jobs all carried same hourly rate. Now women can bid on all men's jobs as vacancies occur and they are posted in plant. If no women bid then company hires new workers from outside. Mr. Crouse, Wilson said that when the present contract was negotiated they were able to eliminate the A, B, & C grades within the job classifications which helped the women as most of them had been kept in C grade. To get rid of this plan they had agreed to the present wage payment plan. (pp. 16-19 of Contract)

Seniority Rights:
Seniority same for men and women--by department. All persons interviewed reported this.

Special Activities in regard to Community Services:
Mr. Crouse reported no activities in regard to community services. He seemed not to have thought of anything in this connection as a responsibility of the union. Local is not affiliated with Madison County Council--CIO which is active in community services.

#45
2K

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Women interviewed said that the union had increased their wages since they began work in plant. They said that the men committeemen did not try to do anything for the women. One reason women are not more active is the fact that the men have resented the women. However, there has been some improvement since the time they went into the plant.

AUTOMATIC PROGRESSION POLICY CONTINUED

On men's jobs women get 76¢ for trial period but 85¢ if make good, retroactive to date go on job. On women's jobs begin at 70¢. In 30 days get 5¢ raise and in 90 days are increased to top rate of 85¢.
On men's jobs ~~jobs~~ men begin at 85¢. In 30 days are increased 5¢ and in 90 days increased to top rate of job or around $1.15 to $1.20.

Contract obviates wage discrimination against women by equal pay clause and by rate of job regardless of sex. But women s jobs are not shown in contract except on one job classification, tool crib attendant, a job on which no women are employed.

Contract openly discriminates against women. Certain jobs are set aside as women's jobs (p. 18 of Contract); provides that no women shall be given a man's job, other than those agreed to, until the man-power in plant has been exhausted (p. 23 of Contract); but neither men or women interviewed said that this was practice. They said that women could bid for men's jobs and go on them according to seniority the same as the men.

"Women" are mentiomed in Contract. Mentioned in sections an Wages and Wage Payment Plan; pregnancy cluase, p. 14; provididng thatwomen's jobs remain for life of contract and for method of setting rate when women work on men's jobs temporarily; provision that women not to go on men's jobs until man-power in plant exhausted, p. 23; compamy to join union in requesting 5¢ increase for women, p. 28.

OPINIONS AS TO WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Mr. Crouse said that the men resented women coming in at first but that now they did not. This was reason women were kept on women's jobs which paid less than men's.
Women interviewed said women were not now kept on lower paid jobs if they wanted to bid for men's jobs.
Wilson and Gillespie stated that the women, when put on men's jobs, are on trial for a period of 10 to 20 days and the men do not have this trial period. They women get 76¢ for the trial period but if they make good they get the rate of the job, retroactive to date they go on the job.

CONTRACT + ⊕ 0 FULTON COMPANY MILWAUKEE, WISCONSIN 101

UNION

IU AAAIWA 2
CIO
LOCAL 335
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED IN 1934

WOMEN HAVE BEEN MEMBERS SINCE 1934

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
FULTON CO.	30	50	30	50
		63 ✓		63 ✓
	T	80		80

INITIATION $2
DUES $1
FINES - 50¢ FOR NOT ATTENDING MEETING

COMMITTEES ON WHICH WOMEN SERVE
POLITICAL ACTION 3 MEN 1 WOMAN

OTHER COMMITTEES
EXCUSE
BLOOD DONOR

OFFICES HELD BY WOMEN
GUIDE
CHAIRMAN OF BOARD OF TRUSTEES

ATTENDANCE
FINE IS IMPOSED FOR NON-ATTENDANCE SO ATTENDANCE IS QUITE GOOD. CHMN. BOARD OF TRUSTEES SAYS THAT MOST OF WOMEN ATTEND BECAUSE OF THE FINE AND ARE NOT SO INTERESTED. G

PLANT-UNION

PRODUCT 2
AIRCRAFT PARTS
(PEACE-TIME PRODUCT IS AUTO ACCESSORIES)

UNION HAD FIRST CONTRACT WITH PLANT IN 1934

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1934

PAYMENT OF DUES FINANCIAL SECY. PAY AT MEETINGS OR AT PLANT

WOMEN WERE EMPLOYED ON PRODUCTION IN NORMAL TIMES ✓

	M	W
BARGAINING COMM. (EXECUTIVE BOARD)	7	2
LABOR MANAGEMENT	2	2
SHOP STEWARD	1*	2

*CHIEF STEWARD

EXECUTIVE BOARD HANDLES GRIEVANCES
NO OTHER UNION COMMITTEES

DEPT.	NO EMPLOYED M	NO EMPLOYED W	SHOP STEWARD M	SHOP STEWARD W
ASSEMBLY	0	43		
MACHINE SHOP	8	1		
PLATING			1	2
POLISHING	NR	0		
PAINTING				
INSPECTION	2	7		

CONTRACT

CONTRACT EXPIRES MARCH 31 1944 AUTOMATIC RENEWAL UNLESS EITHER PARTY DESIRES CHANGE

KIND OF CONTRACT: SOLE BARGAINING AGENT

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR INEXPERIENCED MEN AND WOMEN
MEN - 4¢ PH, LESS BASE RATE
WOMEN 5¢ " "

CONTRACT DOES NOT PROVIDE AUTOMATIC PROGRESSION POLICY

CONTRACT DOES NOT X OBVIATE WAGE DISCRIMINATION AGAINST WOMEN

CONTRACT OPENLY DISCRIMINATES AGAINST W. IN PROVISION FOR RATES FOR NEW EMPLOYEES

WOMEN ARE MENTIONED IN CONTRACT - SEE ABOVE

SENIORITY D
LISTS ARE MAINTAINED BY DEPARTMENT - NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIODS
NO PROVISION

LEAVE OF ABSENCE
NO PROVISION — O

PAID VACATIONS
ALL EMPLOYEES ON PAYROLL AS OF 1/1/43 AND HAVE AT LEAST 9 MONTHS OF SERVICE IN PRECEDING YEAR RECEIVE
1-3 YEARS SERVICE - 3 WORKING DAYS WITH PAY
3-5 YEARS SERVICE - 5 WORKING DAYS WITH PAY
1 ADDITIONAL DAY FOR EACH ADDITIONAL YEAR'S SERVICE MAXIMUM OF 10 DAYS.

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" B
THERE ARE A FEW MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED XX
INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X
*union protects

A FORMAL JOB EVALUATION PROCEDURE IS NOT USED IN SETTING RATES FOR ALL JOBS IN PLANT

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY BARGAINING C

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN

WOMEN INTERVIEWED SAID THEY HAD NOT CONSIDERED THIS THE CASE AS WOMEN ARE ON THE MAJORITY OF JOBS THAT CAN BE PERFORMED BY WOMEN ✓

SENIORITY D
LISTS ARE MAINTAINED BY DEPARTMENT - BY SEX X
ALL OF WOMEN EXCEPT 3 ARE ON ASSEMBLY JOBS AND THEY HAVE SENIORITY IN THIS DEPT.

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES 1 SHIFT

REST PERIODS
MEN AND WOMEN 10 MINUTES PAID FOR

LUNCH PERIOD
MEN AND WOMEN 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
LEAVE OF ABSENCE 60-90 DAYS
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

L. a
M. NS

JOB + RATE SHEET T
MAJORITY OF WOMEN ARE ON TIME WORK - BASE RATES PLUS INCENTIVE

SOME OCCUPATIONS AND RATES ARE LISTED BY SEX ✓

SEE NEXT PAGES ** FOR FURTHER INF.
* only few women's jobs

WLB CASE

HAVE NEVER HAD A WLB CASE. CO. WILL ALWAYS SETTLE AS THEY DO NOT WANT TO GO TO WLB WITH ANYTHING

6/29/44

Robert Schmidt - President
Mrs. Ruby Smith - Guide, Ex. Bd. Member

Mrs. Mae Dutton - Chmn. Bd. of Trustees
Ex. Bd. Member
Mrs. Clara Knocke - Steward

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Mrs. Dutton said that they had tried movies but that it was not very helpful in increasing the interest of the women.
Mr. Schmidt said that they had had some educational features in the meetings.

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Schmidt - This is no question as women were employed in the plant before the war. One woman is in machine shop now and several others work on machines occassionally when needed. Mr. Schmidt said that he had made it clear that no women were to be employed on machines after the war. He said that they did not want any women on machines. He also said that there would be no married women hired after the war, except in special cases of need. The reason for this is that there won't be enough jobs and the men should be employed in most cases.

Equal Pay:
Schmidt - The men want the women to have the rate of the job. The company tries to pay them less. International Representative Walter Cappel was called in on case of women doing arc welding this week. The company put 2 women on the job and fixed the base rate at 72¢. Men who had been on these jobs had had base rates of 90¢ (they did other work also.) The company finally agreed to 85¢ for both men and women.
Women who work on machines have base rate of 54¢ and men 72¢ to 79¢ but women do type of work which is lighter.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Mrs. Smith said that women had not thought of equal pay so much as they did not do the same jobs as men. Only 1 woman is in machine shop. Now 2 have been put on arc welding and the case has been taken up with company for securing the same rate.
Mrs. Dutton said that when the women went into machine shop to work they did only the lighter type of work.

Training and Upgrading Opportunities:
No training for upgrading. Women not upgraded.

Seniority Rights:
Seniority is by departments, so separate for men and women and as Mr. Schmidt stated that the men did not want women on machines the union is not likely to change to one seniority list. Of course the number of jobs involved would be few; however, those few would be better paying at the present rates.

Special Activities in Regard to Community Services:
None. Union is small and does not have the problems that larger ones have. Mrs. Knocke reported that there was a child care problem and two women had quit work because they had no one to care for children. No report on anything done along this line.

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Mrs. Dutton thinks the union has done a good job.
Mrs. Knocke--Women give credit to the union for getting wage increases, fairer treatment, and collective bargaining. They all believe in the union.
Mrs. Smith said that women all believe in the union.

JOB AND RATE SHEET CONTINUED

In occupations listed by sex are rates:

a. Same for Men and Women
Now the same rates on arc welding. There are only 2 jobs. Women replaced men.

b. Lower for Women
On one regular and several temporary jobs (done occasionally) in machine shop women's base rate is lower than men's. In this case the work is not the same in that men do heavy as well as light work while women do only light work.
On Assebmly jobs women get base rates of 49¢ for light work and 54¢ for more skilled work. No men on Assembly work.
Arc welding - base rate 85¢ for men and women but no men on job now.
Machines - Women's base rates - Riveters - 54¢; Punch Press - 54¢ to 61¢; Tapping - 61¢.
Machines - Men's base rates - 79¢ (When men are put on light punch press work it is same as that done by women.)

c. Higher for Women:
None

A few post war jobs are being run and the base rates set are 74¢ for men and 59¢ for women but no women are on these jobs.

(Contract Exhibit "A" section 2. -
"New employees shall receive a rate for 4¢ perhour for women and 5¢ per hour for men less than base wage for their probationary period.")

MASTER LOCK CO. MILWAUKEE, WISCONSIN

UNION

IUAAAIWA 2
CIO
LOCAL 469
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED IN 1936

WOMEN HAVE BEEN MEMBERS SINCE 1936

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
MASTER LOCK CO.	75*	150	56	150
		67%		73%
T	225		206	

* INCLUDES DRAFTING AND MAINTENANCE WORKERS WHO ARE NOT IN UNION

INITIATION $2
DUES $1
FINES - 50¢ IF MISS 1 MEETING WITHOUT ACCEPTABLE EXCUSE. CAN MISS 1 OUT OF 4 MEETINGS WITHOUT EXCUSE. OTHERWISE MUST HAVE ACCEPTABLE EXCUSE

COMMITTEES ON WHICH WOMEN SERVE
EDUCATION - MEN 2 WOMEN 4

OTHER COMMITTEES
NONE

OFFICES HELD BY WOMEN
GUIDE ✓
TRUSTEE (2 WOMEN TRUSTEES; 1 CHMN.)

ATTENDANCE
WOMEN DO NOT ATTEND AS WELL AS MEN IN PROPORTION TO NUMBERS EMPLOYED. ABOUT 25% MORE WOMEN THAN MEN AT EACH MEETING.
NR

PLANT - UNION

6 PRODUCT
MASTER LOCKS FOR NAVY

UNION HAS HAD CONTRACT WITH PLANT SINCE 1936

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE 1936

PAYMENT OF DUES: FINANCIAL SECY.

WOMEN WERE ON PRODUCTION IN NORMAL TIMES ✓

	M	W
BARGAINING COMM.	5	0
NO LABOR MANAGEMENT COMM.		
SHOP STEWARD	2	4
GRIEVANCE COMM. (PRES., VICE PRES., REC. SECY.)	3	0

X

	NUMBER EMPLOYED M	NUMBER EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
ASSEMBLY	0	267	0	1
SPRING	0	43		
SERVICE DEPT.	0	4	0	1
MILLING MACHINE	0	107	1	0
PLATING	7	0		
SCREW MACHINE	4	0		
SHIPPING	2	37	2	1
PRESS	2	18		
PACKING				

CONTRACT

CONTRACT WILL EXPIRE MAY 8, 1945

KIND OF CONTRACT: CLOSED SHOP

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR MEN AND WOMEN.
MEN 50¢ WOMEN 45¢

CONTRACT PROVIDES A DIFFERENT AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN

	M	W
BEGIN	50¢	45¢
1 MO.	52½¢	47½¢
2 MO	55¢	
3 MO		50¢
4 MO	57½¢	
5 MO	60¢	

CONTRACT DOES NOT OBVIATE WAGE DISCRIMINATION AGAINST WOMEN X

CONTRACT OPENLY DISCRIMINATES AGAINST WOMEN
STARTING RATE
AUTOMATIC PROGRESSION

NO MENTION OF WOMEN IN CONTRACT

D (+PW)

SENIORITY
LISTS ARE MAINTAINED BY DEPT. AND PLANT WIDE NOT BY SEX ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION, LAY-OFF OR REHIRING

REST PERIODS
NO PROVISION

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH - DECIDED IN EACH CASE UPON REQUEST

PAID VACATION
40 HOURS WITH PAY AFTER 1 YEAR'S SERVICE

PLANT PRACTICE

THERE ARE 'WOMEN'S JOBS' B*

THERE ARE A FEW MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED. XX

INEXPERIENCED MEN AND WOMEN ARE NOT GENERALLY STARTED ON SAME JOB X

* Major on W's

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT. ✓

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN ✓

SENIORITY
LISTS ARE MAINTAINED BY DEPT. AND PLANT WIDE - NOT BY SEX

& PW ✓

WOMEN ARE NOT DISCRIMINATED AGAINST IN
PROMOTION
LAY-OFF
REHIRING

PLANT OPERATES 2 SHIFTS
WOMEN ARE ON BOTH BUT F & W W.ON 2nd

PLACEMENT DOES NOT DEPEND ON SENIORITY.

REST PERIODS
MEN AND WOMEN
FORMAL REST PERIODS PAID FOR

LUNCH PERIOD
MEN AND WOMEN
30 MINUTES NOT PAID FOR

PREGNANCY POLICY
NO POLICY
LEAVE OF ABSENCE ON REQUEST
TIME LIMIT DECIDED IN EACH CASE
SENIORITY RIGHTS ARE RETAINED
NR re: pay

JOB & RATE SHEET T
WOMEN ARE ON TIME WORK

ALL OCCUPATIONS AND RATES ARE LISTED BY SEX. ✓

ALL JOB RATES ARE LOWER FOR WOMEN. XX*

Jobs not same but some are comparable

WLB CASE

REGIONAL NUMBER
NR

STATUS:
PENDING BEFORE REGIONAL BOARD

TYPE.
VOLUNTARY

ISSUES

APPROVAL OF CONTRACT

REQUEST IS MADE FOR JOB CLASSIFICATION BY SEX.

6/19/44

Mr. Frank Brinkman - President
Mr. Charles O'Laughlin - Rec. Secy.
Miss Esther Meyer - Fin. Secy.
Miss Mary Anne Engle - Guide
Miss Irene Wasniewski - Member (Foreslady)
Mrs. Virginia Doker - Member
Mr. Lawrence Calstrom - Wisconsin Direcotor UAW
Mr. Walter Cappell - Int. Rep.

OK

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

None

ATTITUDE OF LOCAL UNION OFFICIALS INTERVIEWED TOWARD:

Continued Employment of Women:
Continued employment of women is no question as they were employed on majority of jobs before the war.
Mr. O'Laughlin said that women had not been put on new jobs since the war.
Mrs. Doker reported that the milling machine jobs were formerly men's jobs.

Equal Pay:
Mr. O'Laughlin said that men had more responsibility than women so that they fixed rates with this in mind. Mr. Brinkman mentioned this and said that the company had this policy.
Miss Engle and Mrs. Doker felt that old officers of union had not been interested in women's problems but that those recently elected were better.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal pay for Equal work:
Majority of women on jobs which are not the same as men's jobs.
Engle and Doker--Older women feel that men leaders in union are not so interested in getting equal pay for women. Doker said that she did same work on milling machine that men did before and yet the men had received higher rate. They said that new women members were to blame for accepting the new job classifications and rates and older women are not satisfied.
Bargaining Committee members are all men and the men interviewed said that they believed that the men had more responsibility so should have higher rates. This seems reason that union did not try to get higher rates for women and equal pay in cases where the work performed is same as that men had done. (O'Laughlin showed agent contract and job classifications and rates which had been prepared by Mr. Walter Cappell, and it was a better contract, except for a clause limiting work of married women to war period) and higher wage scale (not by sex) than the one union had prefered to sign.)
Mr. O'Laughlin pointed out several jobs on women's rate sheet (punch press, drill press, etc.) which were "similar" to jobs on men's list.

Training and Upgrading Opportunities:
Mr. O'Laughlin said training of new employees is on the job. Must take aptitude tests when hired. No upgrading of women. Men upgraded very little. Work is about the same so little upgrading can be done.

Seniority Rights:
Mr. Brinkman and Mr. O'Laughlin said union had established same seniority rights for men and women. Women interviewed thought union had secured same seniority rights for them as for men. No separate seniority for women mentioned in contract. But in the main, in practice, women have seniority on women's jobs and men on men's jobs.

Special Activities in regard to community services:
None

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Engle and Doker said thatold officers of union did not seem interested in women's problems in the shop. They thought that the new officers might be some better.
Meyer and Wasniewski said that grievances were handled well and quickly.
All of the women interviewed recognized the fact that the union had got them wage increases, but they do not think women's wages are high enough.

Men interviewed both believe in giving men higher pay than women on basis of more financical responsibility.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Mr. O'Laughlin--Majority of women on different jobs from men. Jobs listed on new Job and Rate Sheet about the same for men and women were pointed out and rates shown were much lower for the women. Rate range for women was 50¢ - 68¢ and for men 60¢ - $1.20 (not including tool and die and machinists). Approval on these rates has not been received from WLB. Local voted on them before they were sent in.
Women interviewed said that the women's rates at present were from 50¢ p.h. to 53½¢ p.h. which is lower than men's. Minimum rate for men is 60¢ and for women 50¢. They think that this is due to fact that men are not interested in the women. Men's top rate is 1.20 and over.

Mr. Brinkman
Mr. Brinkman, newly elected President of union, returned recently from service in Navy. He stated that when he left the Union was in good shape but when he returned he found that there were two members of Executive Board who were relatives of members of management and the union had practically a "Company union" set up. He said that they had had this problem to be straightened out and that it would probably take a year or more to rebuild a real union in this plant.
In the new contract the wage classification is by sex. No increase in minimum rates was requested but request is made that top rates be increased. This would allow for increases to be made within the brackets on merit if the job classification is approved by the WLB. As no general wage increase was asked for there can be no retroactive pay and no merit increases can be made until WLB's approval is received.
He said that Walter Cappell had been in negotiations and management refused to meet with him. Then the local Bargaining Committee signed the contract which is now before the WLB for approval. The International Union has not approved this contract. He said that the local did not agree with Walter Cappell and preferred the contract and job classifications and rates they had negotiated to those Cappell had presented.

Esther Meyer
Works in Service Dept.--gets up orders. Said that she did not know much about the union, was not on Bargaining Committee and did not know much about jobs in other departments. Did not understand contract and had not seen Job and Rate Sheet.

Mr. O'Laughlin
Tool and Die Maker. Said that the local union leaders preferred to do their own negotiating. He showed agent the contract and Job and Rate Sheet agreed upon and which he said they preferred. Job classifications were by sex and minimum rates of brackets were not increased. Maximum or top rates were increased so that increases can be secured on merit. Under this agreement there will be no general wage increase and so no retroactive pay. Any increases will have to come after WLB's approval of contract and then on merit.

CONTRACT + X

MUELLER FURNACE AND BOILER MFGRS 40
MILWAUKEE, WISCONSIN

104

UNION

IUAAAIWA 21
CIO
LOCAL 409
MILWAUKEE, WISC.
40

LOCAL WAS ORGANIZED JUNE 1, 1943

WOMEN HAVE BEEN MEMBERS SINCE MAY 1943

TYPE OF WORKER: PRODUCTIVE MAINTENANCE

PLANTS ORGANIZED BY LOCAL

	PLANT M	PLANT W	UNION M	UNION W
MUELLER FURNACE AND BOILER MFGRS.	238	80	230	25
	25✓		10'	
T	318		255	

1-3

INITIATION	$1
DUES	$1
FINES	—
OTHER	—

COMMITTEES ON UNION WOMEN SERVE
EDUCATION 21 MEN 1 WOMAN
SANITATION 2 MEN 1 WOMAN
(SUB-COMM. OF EDUCATION COMM.) Ed

OTHER COMMITTEES
LEGISLATIVE
POLITICAL ACTION
SERVICE MEN'S CONTACT
} ALL SUB-COMMS. OF EDUCATION COMMITTEE

OFFICES HELD BY WOMEN
NONE (FORMERLY AND WOMEN AS TREAS. AND REC. SECY. DID NOT WORK OUT AS THEY WERE NOT FIRM IN BARGAINING WITH MANAGEMENT)

ATTENDANCE
WOMEN ATTEND VERY WELL. (LOCAL HAS 2 MEETINGS. 1 AT NIGHT FOR DAY SHIFT AND 1 ON SUNDAY FOR NIGHT SHIFT) G

PLANT-UNION

PRODUCT 6
HEATING EQUIPMENT FOR ARMY
(PEACE TIME-HEATING EQUIPMENT FOR HOUSES)

UNION HAS HAD CONTRACT WITH PLANT SINCE NOVEMBER 1943

WOMEN IN THIS PLANT HAVE BEEN MEMBERS OF UNION SINCE MAY 1943

PAYMENT OF DUES
CHECKOFF (VOLUNTARY)
UNION HALL

WOMEN WERE NOT EMPLOYED ON PRODUCTION IN NORMAL TIMES.

	M	W
BARGAINING COMM.	5	0
NO LABOR MANAGEMENT COMM.		
SHOP STEWARD	14	1
GRIEVANCE COMM.	3	0

DEPARTMENT	NO. EMPLOYED M	NO. EMPLOYED W	SHOP STEWARDS M	SHOP STEWARDS W
SHEET METAL	NR	NR	2	2
HEAT TREAT	3	0	1	0

CONTRACT

CONTRACT EXPIRED JUNE 1 1944

KIND OF CONTRACT: MAINTENANCE OF MEMBERSHIP

NOT YET APPROVED BY WLB

CONTRACT DOES NOT PROVIDE SAME STARTING RATE FOR MEN AND WOMEN
MEN - 62½¢
WOMEN - 57½¢

CONTRACT PROVIDES THE SAME AUTOMATIC PROGRESSION POLICY FOR MEN AND WOMEN
(PENDING BEFORE WLB BUT NOW IN PRACTICE)

CONTRACT OBVIATES WAGE DISCRIMINATION AGAINST WOMEN BY EQUAL PAY CLAUSE (PENDING IN WLB CASE)

CONTRACT DOES NOT OPENLY DISCRIMINATE AGAINST WOMEN

WOMEN ARE MENTIONED IN CONTRACT WAGE SECTION

SENIORITY
Pw-G
LISTS ARE MAINTAINED BY GROUPS AND PLANT-WIDE* - NOT BY SEX ✓
* FOR JANITORS, TRUCKERS AND COMMON LABOR

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION LAY-OFF REHIRING

REST PERIODS
CONTRACT PROVIDES REST PERIODS FOR MEN AND WOMEN ON FIRST SHIFT FOR MEN ON

LUNCH PERIOD
NO PROVISION

LEAVE OF ABSENCE
MAXIMUM LENGTH - NOT STATED

PAID VACATIONS
FOR 1944:
6 MO-12 MO EMPLOYMENT 24 HRS. PAY
1-2 YRS EMP. - 40 HRS PAY
AND SO ON UP TO 6 YRS. EMPLOYMENT - 80 HRS. PAY

PLANT PRACTICE

THERE ARE "WOMEN'S JOBS" (BUT NOT SET UP AS FEMALE JOBS ON JOB AND RATE SHEET) W
THERE ARE MEN'S JOBS ON WHICH WOMEN ARE EMPLOYED (PRACTICE) X
INEXPERIENCED MEN AND WOMEN ARE GENERALLY STARTED ON SAME JOB IN SOME DEPTS. ✓

A FORMAL JOB EVALUATION PROCEDURE IS USED IN SETTING RATES FOR ALL JOBS IN PLANT. ✓
(NOT YET APPROVED BY WLB)

COMPARABILITY OF WOMEN'S WORK ON MEN'S JOBS IS DETERMINED BY MANAGEMENT M

SEE NEXT PAGE FOR OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOBS LONGER THAN MEN X*
* Demand of union for equal pay keeps W. on lower paid jobs — Co. upgrades W. & fires lower rate union [illegible] — then Co. takes W. off -

SENIORITY
PW-G
LISTS ARE MAINTAINED BY GROUPS AND PLANT-WIDE* - NOT BY SEX ✓
* FOR JANITORS, TRUCKERS AND COMMON LABOR

WOMEN ARE NOT DISCRIMINATED AGAINST IN PROMOTION LAY-OFF REHIRING ✓

PLANT OPERATES 2 SHIFTS WOMEN ARE ON BOTH

PLACEMENT DOES NOT DEPEND ON SENIORITY

UNION IS REQUESTING PLACEMENT BY SENIORITY IN NEW CONTRACT)

REST PERIODS
FORMAL REST PERIODS FOR MEN AND WOMEN PAID FOR

LUNCH PERIOD
MEN AND WOMEN 30 MINUTES NOT PAID FOR

PREGNANCY POLICY
NO POLICY
LEAVE OF ABSENCE UPON REQUEST - TIME LIMIT DECIDED IN EACH CASE
SENIORITY RIGHTS ARE RETAINED WITHOUT PAY

JOB AND RATE SHEET
MAJORITY OF WOMEN ARE ON PIECE WORK P
OCCUPATIONS AND RATES ARE NOT LISTED BY SEX X

WLB CASE

REGIONAL NUMBER
NR

STATUS
SETTLED BY REGIONAL BOARD
(CONTRACT APPROVED WITH EXCEPTION OF WAGE SECTION WHICH IS STILL PENDING)

TYPE DISPUTE

ISSUES
APPROVAL OF CONTRACT INVOLVING WAGE DISPUTE - CONTRACT WAGE SECTION CONTAINS EQUAL PAY CLAUSE

RULING
CONTRACT APPROVED BUT ENTIRE WAGE SECTION PENDING

BENEFITS TO WOMEN
SAME AS TO MEN -

6/44

Mr. Valentine Hahn - President
Miss Geraldine Loeffler - Shop Steward
Mrs. Pauline Boehm - Member
Miss Leona Czronta - Member
Miss Dolores Myer - Member

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Hahn--No special program aimed at increasing participation of women.
Czronta--Women interested in union because they feel it is a protection against unfair treatment and because their grievances are handled by the union.

ATTITUDE OF LOCAL UNION OFFICIALS TOWARD:

Continued Employment of Women:
Mr. Hahn felt that when plant converts to peace time production there is not so much work women can do unless jobs can be broken down more.

Equal Pay:
Hahn--Women should have equal pay. The company puts women on jobs to replace men and cuts the rate. The union protests and then the women are taken off the job. They have done this in numbers of instances tho there is an equal pay clause in contract.
Czronta said union officers want women to have equal pay. Case of welder is now pending (grievance) Int'l. Rep. of UAW called in day of interview. MB.

UNION PROGRAM FOR INCREASING WOMEN'S PARTICIPATION IN UNION ACTIVITIES:

Equal Pay for Equal Work:
Union protests all cases where company has put women on men's jobs, replacing men at a lower rate. UAWA International Representative was called into the plant on grievance filed by spot welder this week.
Miss Loeffler said that she had been put on new jobs replacing men a number of times and that the union had protested andthen she had been taken off. She said this had happened to a number of girls.

Training and Upgrading Opportunities:
Hahn--All training is done on the job. "The company upgrades and tries to cut the rate of the job."

Seniority Rights:
Hahn and women interviewed said that seniority rights of men and women were the same.
Mr. Hahn said that the company requested separate seniority for women when negotiations were begun for 1945 contract and the union refused.

Special Activities in Regard to Community Services:
None

OPINION OF INTERVIEWED WOMEN AS TO ADEQUACY OF UNION PROGRAM REGARDING WOMEN:

Miss Loeffler--Women all feel that the union affords them protection.
Miss Czronta thinks union leaders handle grievances well and are interested in women's problems.
Miss Myer--The women "appreciate the union". Thinks men leaders in union want the women to get the rate of the job.

Mr. Hahn said that the union had had to set a limit for weight lifting by women. Limit set is 30 pounds.

OPINIONS ON WHETHER MAJORITY OF WOMEN ARE KEPT AT LOWER PAID JOB LONGER THAN MEN:

Miss Czronta--In heat treat department women get the same rate on the job as men.
Myers: Two women have been put on spot welding and they do more work than the men did and yet they get 72¢ while the men they replaced got 90¢.

continued next page

Miss Loeffler--Numbers of women have replaced men on jobs at a lower rate and when the union protested they were taken off.
Myers and Hoehm reported a few women working on jobs where they replaced men at a lower rate of pay.

(Rest periods
"Male employees on the second and third shifts shall be given a 15 minute lunch period near the middle of the shift without loss of pay for said lunch period.
"Employees working on the first or day shift shall be given a 10 minute lunch period in the morning without loss of pay for said lunch period" 1943 Contract, art. 5 sect. 8a and b; no mention in schedule of this being changed, except that these lunch periods are used for rest and other, longer ones are given for lunch.)

Interview With Mr. Harry E. O'Reiley,
Chicago Federation of Labor
666 Lake Shore Drive, Chicago, Ill.

Mr. O'Reiley stated that the A. F. of L. unions, which have admitted women in increased numbers during the war period, (excluding the old line unions - garment, millinery etc.) are I. A. M., I. B. E. W., U.A.W.A., Boiler Makers, Moulders and Foundry Workers and Federal unions. He thought that most of these unions do not expect to have women in any considerable number after the war.

He stated that the number of Negro members had increased and that the majority "would not work". He thought those from outside of Chicago were less responsible than the native Chicago Negroes.

Mr. O'Reiley was concerned about the release of Government stocks of supplies on the market and the possibility of this causing unemployment and wage reduction in plants which would not be able to secure orders for similar goods or to compete in prices.

In regard to the Illinois equal pay law, Mr. O'Reiley had not heard any comments within A.F.of L. groups other than that the "law was not worth the paper it was written on." He thought there was some talk of trying to get the Law amended and that Mr. Victor A. Olander, Secretary, Treasurer of the Illinois Federation of Labor, was very interested in this.

8/18/44

Agent - May Bagwell.

Lee Source Books

Parts I & II

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union Int. Moldust Foundry Wkrs Union — Local 233

Affiliated with A. F. of L. — Address 2750 W. Madison St.

Persons interviewed William Mugan — Official title Financial Secretary

W. B. Agent A. O Connor — Date Nov 1-1943

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total No. of members (men and women)	No. of women members
Howard Foundry Co	2 000	350
Universal Casting Co	250	150

2. List of shops not closed in which women are employed.

Plant name	Total No. of members (men and women)	No. of women employed	
		Total in plant	Union members

3. Are specific references made to women in the union contract in regard to wages? yes___ No X.

Occupations? Yes__ No X.

Seniority? Yes__ No X.

Lunch periods? Yes__ No X.

Rest periods? Yes X No__.

Other conditions? Yes__ No X.

Quote such clauses in full, indicating to what extent they are discriminatory.
Contract supplied to Employees.

3a Will women retain equal seniority with men in the post-war period? Yes X No__.

In the case of seniority is it limited for women to the war period? Yes__ No X.

Are they accorded seniority rights only in relation to other women? Yes__ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?
Women begining rates 85¢ See No 28. in Contract.
some women work up to the $1.22½ rate within a few months others take longer
If the contract contains no provision for seniority rights, what practice is followed?
Same seniority for men & women

3b. What is the basis of determining "equal" or "comparable" work/
Thru negotiations, women are on departmental committees
If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?
The contract enclosed, do not provide for equal pay for wome. New contract it is written in.

4. Does contract provide for job upgrading for women? Yes__ No X.

Wage advancement? Yes__ No X.

Do existing seniority rules interfere with the upgrading of women? Yes__ No X.

Is it the practice to require promotion through a progression of jobs? Yes X No__.

If progression or promotion through a series of jobs in the practice, are all the jobs in the series suitable for women? Yes__ No X.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes__ No X.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes__ No X.
There is a 30 day probationary period. all advance according ability to learn.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.
rest periods for women + paid for. not granted to men.
½ hr lunch period in Contract Page 3 No 23 in Contract.

6. Occupations. If contract specifies job rates, attach copy.
Copy-enclosed.

Were any changes in the occupations made in order to adopt the work to women, relating the change to specific occupations? Yes__ No X. Describe.

They are newly equiped plants, no changes were made, because of women being employed.

7. Has the local had a case before the WLB? Yes X No ___. Was the principle of equal pay involved? Yes X No ___. What was the ruling?
Heard before a hearing officer, Unim appealed the ruling of Hearing Officer.

Identify the case by name, number, and date. Case no-111-1853-H.O. July 28-43
Chicago Foundrymens Assn.
The Chicago Conference Board.
Int. Molders Foundry Wkrs Union
Is the ruling now observed? Yes ___ No X If not, explain.

If there is not complete compliance yet, what action does the union anticipate taking?
Unim appealed the case.

8. Activities of women in the union. Attendance at meetings. Women are Good paying members, but poor at attending meetings.
Shop stewards No

Committee members Women serve on committes in their departments, pertaining to their own grievances. Women serve on Comm. wherever employed.
Officers No

Do women pay the same dues as men? No Page 26. Article VI- Sect 51-56 Constitution
Women { Int. Fee 3.00 / Dues .35 a week. Men { 5.00 Int. Fee / .75 a week.

9. Other pertinent information, union benefits, etc.
Women come under non Journeymen members. See Page 64- Section 191. of Constitution & Rules & By Laws.

10. Suggested follow up
William Mugan
2750 W. Madison St
would like to be put on the mailing list.

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.

From Basic contract, and verbal agreement between Unim & Co.

~~#~~ 16

Contract given to

Mrs Morrison

16

A G R E E M E N T

THIS AGREEMENT entered into this 1st day of May, 1942, by and between Chicago Foundrymen Association (hereinafter referred to as the "company") and Chicago Conference Board of the International Molders & Foundry Workers Union of North America affiliated with the American Federation of Labor, (hereinafter referred to as the "union"), for and in behalf of all foundry employees, excluding office help or clerical workers, pattern makers, foreman, department clerks, maintenance men holding card in affiliated organizations, and janitors, and car unloaders when working for outside contractors.

RELATIONSHIP BETWEEN THE PARTIES

1. This Agreement is entered into in the interests of harmony and efficiency between the companies and the union.

2. There shall be no discrimination against any member of the union because of His acting as an officer or shop committeeman, or because of his performing any other activities in the interests of the union.

RULES

3. All employees shall be members in good standing of the International Molders and Foundry Workers Union during life of this agreement.

4. Duly accredited representatives of the Union shall have access to the shop upon application to the office.

5. Any member asked to report for work and is not put to work shall receive a minimum of two (2) hour's pay.

6. Any member partidipating in the heat, starting to work in morning and working any part of the afternoon when a "heat" is taken off shall receive a full day's pay of eight (8) hours unless he leaves of his own volition.

7. When non-journeymen are hired, preference shall be given to men who are members of the International Molders and Foundry Workers Union of North America. If such members are not available, non-card men may be employed with the understanding that they shall be furnished work permits by shop committeemen and become members not later than thirty (30) calendar days after date of employment. Journeymen must have a card before starting to work.

8. Any and all violations of this agreement by either party thereto shall be reported in writing into a Grievance Committee composed of three members of the Party of the First Part and three members of the Party of the Second Part. Should this Joint committee fail to adjust the grievances or grievance submitted in writing to them within ten (10) days, the settlement of same shall then be referred back to the International Molders and Foundry Workers' Union of North America for settlement with the Individual foundry operator.

VACATION

9. All employees covered by this agreement who have had one year service with the company prior to May 1st, 1942, shall receive one weeks vacation with pay based on forty hours at the regular hourly rate.

10. Employees entitled to a vacation and asked to forego same, due to the present national defense emergency, may forego their vacation and take pay in lieu thereof.

11. However, all vacations or pay in lieu thereof shall be settled not later than October 30th.

Working hours lost due to sickness (not in excess of eight (8) weeks) and compensable injury shall not be deducted from accumilated vacation period.

SENIORITY

12. The company agrees that lay-offs due to lack of work and recall will be governed by seniority in departments. However, the employee must have the ability to perform the work required.

13. An employee on recall for work after a lay-off shall be given up to seven (7) days to report for work, but will risk losing his seniority rights if he does not report for work within this time unless leave of absence is given by the company with notification to the shop committee.

14. An employee must notify the company of any change of address and a registered letter sent to the last address will be considered notice.

15. Any employee enlisting in, conscripted or drafted for Military or Naval Service in defense of the United States when at War, or by Act of Congress conscripted for Military or Naval Training, shall retain his entire seniority rights accumulatively upon discharge from such service shall be restored to his former position, or the one his senicrity entitles him to, provided he makes application for same within 40 days.

CONDITIONS

16. Suitable wearing apparel such as, rain-coats, rubber-boots, rain-hats, asbestos gloves for welders, shall be furnished by the company to all employees subject to adverse weather or working contions. Employees shall be held responsible providing suitable lockers are provided.

17. All toilets and wash-rooms shall be kept clean and in sanitary condition.

18. There shall be adequate shower baths including lockers for all employees.

19. Proper equipment shall be installed to protect employees from fumes and dust.

APPRENTICES

20. The following quota of apprentice shall be allowed: One to each shop; one to every eight journeymen employed thereafter, and it being understood that when the number of journeymen is increased, said increase shall have been in existence not less than eight (8) weeks previous to the employment of any additional apprentices.

21. Any apprentice recognized by the union, shall be indentured under the foundry apprenticeship standards and be registered with the Federal Committee on Apprenticeship.

HOURS

22. Eight (8) hour's shall constitute a day's work for all employees covered hereby and the recognized starting time shall be from 7:30 A.M. to 8:00 A. M.

23. All members shall be given half an hour (½) for lunch period.

24. Any member starting before his regular starting time shall be paid for at the rates of time and one-half (1½).

OVERTIME

25. Monday to Friday inclusive:

First eight hours	straight time
After eight hours	time and one-half (1½)
Saturday	" " " " "
Sunday	double time
New Years Day	" "
Memorial Day	" "
Fourth of July	" "
Labor Day	" "
Thanksgiving Day	" "
Christmas Day	" "

WAGES

26. GREY IRON AND STEEL

Molders, Coremakers, & Machine Molders	$ 1.22	per hour
Cranemen	.80	" "
Maintenance men	.90	" "
Sandblast operators	.85	" "
Flaskmakers	.90	" "
Chippers (1st 30 days)	.74	" "
" (After 30 days)	.77	" "
Cupola Tender	.96	" "

WAGES (cont'd)

Laborer (1st 30 days)	$ .68	per hour
" (After 30 days)	.74	" "
Furnace Tender - non ferrous -.	.96	" "
Metal Pourers	.82	" "
Welders & Burners	1.20	" "
Furnace Helper.	.86	" "
Band saw, cut-off men	.74	" "
Tumbling mills.	.74	" "
Filers	.74	" "

27. All employees coming under this agreement shall receive not less than 5¾¢ per hour increase.

28. Employees hired who are members of the union shall not be required to work for the thirty day starting rate.

29. Two (2) cents additional per hour shall be paid to non-journeymen for all night work performed. Ten (10) per cent additional shall be paid to all journeymen for night work performed. Shifts starting at 3:30 P. M. or later shall be considered night shifts and shall be paid accordingly.

30. All of the foregoing is predicated on the promise that uniform working conditions and wage scale shall prevail in all competive shops under the jurisdiction of the Chicago Vicinity Conference Board.

TERMINATION

31. THIS AGREEMENT shall take effect May 1st, 1942, and continue its effect until April 30th, 1943, and thereafter, unless either party desires to make a change. In case either party desires to make a change to be effective after April 30th, 1943, a written notice shall be given to the other party at least thirty (30) days before expiration of the Agreement and a conference for a mutually satisfactory adjustment shall be arranged for within fifteen (15) days.

THE CHICAGO CONFERENCE BOARD

ATLAS FOUNDRY
AURORA FOUNDRY COMPANY
M. BRUCHER
ELLICH FOUNDRY & MACHINE WORKS
CHALLENGE PUMP COMPANY
FRANCIS & NYGREN FOUNDRY COMPANY
C. H. MILLS FOUNDRY COMPANY
NICHOLS-STRAIGHT FOUNDRY COMPANY
SIMI STEEL TEST FOUNDRY
VULCAN IRON WORKS
NATIONAL BEARING METAL CORP.

CHICAGO FOUNDRYMENS' ASSOCIATION

T.S. ARLT FOUNDRY COMPANY
BRIGHTON FOUNDRY COMPANY
ELIZABETH STREET FOUNDRY COMPANY
PEARSON FOUNDRY COMPANY
HELSTROM BROS.
LINDKLEP FOUNDRY COMPANY
MID-CITY FOUNDRY
MOONAN-MACLASTON FOUNDRY COMPANY
SHEFFIELD FOUNDRY COMPANY
FERGUSON & LANGE FOUNDRY

Nov 7-43

Womens begining rate is 85¢ hr, work as core filers, core trimmers then on to core makeing at 1.22 pu hr. They have what they call journeymen and non journeymen. Any journeymen, begin at $1.22 per hr. A laborers begining rate is 68¢ pu hr. Thru is no set time, when a women receives the $1.22 pu hr. Some women have acquired it in a few months, they seem to fit right in and learn quickly, others may never get up to the $1.22 rate.

and must have a union card

The apprentice system prevails, if you want to be an all around mechanic in the moulding line which is 4 years, whether they accept women as apprentices, I did not ask.

The larger plants have rest rooms, namely the two on the schedule, also have cafeteria, in the smaller plants, unim is trying to secure better facilities for employees, some shops, only 2 or three women work. Drinking fountains on the floor.

Some departments rotate on night shifts, others do not. Some women prefer night shift, because their husbands work days, then they can be home with the children in the day time. Seniority prevails in changeing from night to day shifts, in dept. where they do not rotate. all shifts work 8 hrs.

New employees are requested to join, after 15 days employment.

This case was heard by a hearing officer everything was agreed to except wages and vacation.

The unim is asking 1 day a month vacation.

Thier work has been very seasonal. so that workers are employed for a few months, many for only six months, consequently under the ordinary vacation plan, they are not elgiable for vacation. The 1 day a month dont mean that each employee could take 1 day a month off. It simply means that for each month that they were employed, they would be entitled 1 day vacatim, it would accumilate at end of season.

The Chicago Confuence Board compises about 8 locals, and covers a lot of shops. good many of them very small.

Intl. Moulders & Foundry Workers

Mr William Mugan was very co-operative, and seemed to have an understanding, of women entering the shops; and he said, under no circumstances ~~tot~~ would the women be "kicked Out" after the war. Returning soldiers, of course would have prefurence, as per contract Page 2 - No 15. No 12, would cove the women.

A. O'Connor

Nov 1-43-

Women
Core Files
" & Linings
" Making -

Women begin $.5 & after
Men " 1.22 & serve an
apprentice time. men begin 68¢
as apprentice -
Women begin 88¢ up to 1.22 tops.
some can work up to 1.22 in a few
months.
other women in takes longer.
8 locals, comprising a lot of
small shops.
W. L. B. case — 111-1853-H.G.
ask for increase -
Hearing officers handed
down decis you appealed
to Reg. Bd -
& equal pay clause in case.
agree accept wages - + vacation.
asking for 1 day month.
can accumilate vacation.
wk for six mo laid off. no
vacation

2/ ~~Lunch period 1/2 hr~~
~~Rest periods for women~~
~~paid for~~ - ~~Women committee~~
~~Whereon employed.~~
68¢ as labor -
74¢ " raise

~~All~~ shops closed.
join ~~to~~ after 15 days employment
and non journeymen - ~~have~~
journeymen must card before
begin work.
Stamp apprentice system
prevails - regular list of shops
of 4 yrs - apprentice.
big plants have rest rooms -
small plants they are trying to get -
~~Often~~ big plant cafeteria
~~Women~~ poor in attendance -
no ~~wom~~ offices.
3.00 Int. Fee -
.35¢ week for non journeymen
5.00 Int. Fee for journeymen
-75¢ yrly

3/1 Insurance
after 1 yr. - 100 Ins death ben
" 5 " 175
graduate upto 350.
~~Drink Fountains on floor~~
same seniority for men
and women -
one local with women
Local 233 - about 500 women
in that local.

Night shifts
rotate -
Howard Foundary - Chicago
~~500~~ 350 women
2,000 men & women
government plant
run by Howard -
Universal Casting Co - 150 women
250 men & women
both closed shops.

night shifts both places 0% women
some left rotate.
" " do not.

4. women work night shift.
seniority prevails for changing
to day shift.

generally speaking women like
night work—
all schedules are 8 hr.
3 S hifts. be done with family

CASES-LOOKED-UP- CHICAGO -CASES-
WEEK OF JAN-10-44.

Reg. Bd-1-13-43

Delta Star Electric Co - Chicago Ill
+
United Auto Wkrs Local 740 - A.F.L.
DATE - March 11-1942
Case No. 6-610

Reg. W.L.B. disapproves the agreement between the parties in application of the Co. dated Nov 25-1942.

1) Delta Star Electric Co - Chicago - Ill -
+
United Auto Wkrs - Local 740 - A.F.L.
DATE July 29-43
Case No. 6-610

Reg W.L.B. approves application for a wage adjustment as submitted in the application, with the exception of the increases requested for janitors + watchman which are denied.

Foote Bro. Gear + Machine Corp. Chicago.
+
United Electrical Wkrs Radio + Machine Wkrs of America - C.I.O.
(No local Number mentioned).
Date Mch 26-43
Case No. 6-5592

Jensen Radio Mfg. Co - Chi-
+ No Employes - 360 -
U.E. Radio + Machine Wkrs - Local 1150 - C.I.O.
Mfg. Radio + Public address Speakers for war use.
DATE Aug 9-43
Case No. 6-14,015

The Key Co. E. St. Louis - Ill - 6th Reg. W.S.B. order - Date Dec 22-43
&
Metal Trades Council of A.F.L.
Case No - 111-1016-H O.

The terms + conditions of employment set forth in order of Aug 9-43. Shall govern the relationship between the parties, + shall be incorporated in signed Agreement etc. (One Shut of order no name)

R. Krasberg & Sons Mfg. Co. Chicago-
&
Tool Makers Union 113-A.F.L.
Total No. Employes 140
Product Precision Gauges.

Date Nov 23-1943
Case No. 6-12-529
At Reg Bd. 1-13-44

Reg. W.L.B. partially approves the agreement between 2 parties. submitted in application by the Co. June 7-1943-

Formicoid Fabricators-Chicago-Ill.
No Employes 235- & Employes involved 209-
Int. Bro. of Electrical Wkrs. LOCAL B. 1031-
Products- Electrical insulation parts for communication equipment

Date Dec 2-1943
Case No- 6-23,044

Reg. W.L.B. partially approves the agreement between the Co. & union date Nov 26-1943-

Approved
1. 10% night shift bonus
2. One weeks vacation with pay. after 1 year of servin & two weeks after 5 yrs servin

DATE - Sept 24-1943

Alloy Machine Corp. - City?
Case No. 111-1215 NO-

&

Int. Assc. of Machinists Local 163 - A.F.L. City?

American Automatic Devices Co. - City?
DATE Sept 25-43
Case No. 2890-C.S.-D

+

United Auto. Aircraft + Agricultural Impl Wkrs. Local 715 - C.I.O.

$ Reg Bd. office
1-13-43

12 - 14

Reg Bd - at Office 1-13-44

Acme Steel Co - Archer Ave - Plant - Chicago - Ill +
Int. Assc. of Machinists 1129 - A.F.L. Case No. 4319-R - DATE Dec 4-43
450 involved.
✓ Wage Stabilization - Comment - Believe the plant is primarily a Tool & Steel product Mfg. Co.

American Forge Division - Chicago - Ill. + U. A. W. - C.I.O. Local 453 - Unit 4-

Date - Aug 17 - 1943
Case No - 6 - 8030
" " 6 - 8031
" " 6 - 8032
" " 6 - 8159
" " 6 - 8160
" " 6 - 8162

Reg. W.L.B. approve agreements between parties submitted in application of Co. dated Mch 24-1943

✓ Aurora Metal Co - + Aurora Ill -
Int Assc. of Machinist Lodge 1202 - List 108 -

Case No 4331-AR
DATE Nov 18-43

Automatic Electric Co + Chicago - Ill - Case No. 6-14345 - DATE Aug 23-43
No Employees - 6 or 7000 -
✓ Int. Bro. Electrical Wkrs - Local B-713 -
✓ List 8 - Int. Assc. of Machinists.
Chi. List Council Mill & Fact. Div. United Bro. of Carpenters Local 25 - ^ Chicago Office
Theatre + Amusement Bld. Janitors Local 396 - (Bld. Service Empl. Union)
Auto Car. + Equipment Painters -
Metal Polishers Local 6 - Buffers, Platers, + Helpers Union

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union: International Brotherhood of Electrical Workers Local B-713 — Local B-713

Affiliated with A.F.of L. — Address 8 N. Ogden Ave

Persons interviewed J. F. Schilt — Official title Bus. Mgr

W. B. Agent — Date Sept 17-43

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)	No. of women members
Lion Mfg. Co	1000	550
Automatic Electric Co	1400	800
Electro Mfg. Co	165	128
~~Keith~~		
	2565	1478

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)	No. of women employed	
		Total in plant	Union members
Kellogg Switchboard & Supply Co	1800	1000	200

3. Are specific references made to women in the union contract in regard to wages? Yes X No ___; occupations? Yes X No ___; seniority? Yes X No ___; lunch periods? Yes ___ No X; rest periods? Yes ___ No X; other conditions? Yes ___ No ___. Plants have lunch periods; rest periods in some plants

Quote such clauses in full, indicating to what extent they are discriminatory.
No discriminations.

3a. Will women retain equal seniority with men in the post-war period? Yes X No ___.

In the case of seniority is it limited for women to the war period? Yes ___ No X.

Are they accorded seniority rights only in relation to other women? Yes ___ No ___. They are accorded seniority in their own (women's) work and Department.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?
Same as above.

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?
Six months probation for both men & women

If the contract contains no provision for seniority rights, what practice is followed?
Contract provides for seniority rights.

3b. What is the basis of determining "equal" or "comparable" work?
Through negotiations with the Companies we agree which are mens jobs & which are womens jobs. When women are placed on mens jobs, they get the rate paid men on said jobs
If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is follwed in regard to women's wages?
We specify a definite wage scale and do provide for equal pay for equal work.
(City wage scale)

4. Does contract provide for job upgrading for women? Yes X No___.

wage advancement? Yes X No___.

Do existing seniority rules interfere with the upgrading of women? Yes___ No X.

Is it the practice to require promotion through a progression of jobs? Yes___ No___. Seniority governs promotions

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes X No___.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No X.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.

no special privileges in contract.

6. Occupations. If contract specifies job rates, attach copy.

no copy available

Were any changes in the occupations made in order to adapt the work to women, relating the change to specific occupations? Yes___ No___. Describe.

None.

7. Has the local had a case before the WLB? Yes X No ___. Was the principle of equal pay involved? Yes ~~X~~ No X. Wat was the ruling?

Identify the case by name, number, and date.

Is the ruling now observed? Yes___ No___. If no, explain.

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings. fair

Shop stewards. X

Committee members. X

Officers. no.

Do women pay the same dues as men? no { women 4.35 per quarter
men 5.85 " "

9. Other pertinent information.
We have a sick benefit of 7.00 per week which is paid for 13 weeks in any 12 consecutive months. This is for both men & women.

10. Suggested follow up
Mr J. F. Schilt, was very co-operative, he asked for Elisabeth Christman. He filled it out, in conjunction with me. Im going to speak to the local

~~If t~~
Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements. Information from local contract Contracts expire May 1- with a 60 day notification clause of any changes no change. contract automatically continues.

P. 2, Sec. 3.

Although not referred to in contracts, is the length of lunch periods the the same for men and women?

Do men have rest periods?
How long and frequent are rest periods?
Do rest periods apply to all departments in the plant?

Quote references in contract to wages, to occupations and seniority of women whether or not discriminatory. If discriminatory state in what way they are so.

P. 2, sec. 3-A

"They are accorded seniority in their own work and department." Are men employed in women's departments and to what extent? What types of work are considered "Women's own work?"

P. 2, sec. 3-B

---- "we agree which are women's jobs"--- Are women consulted in determining which are women's jobs?

Usually the classifications of the so-called "women's jobs" are in themselves discriminatory. Rarely is a woman allowed to progress to a "man's job" although she is physically able to do it and could be trained to be as skillful as the average man on his better paying job. Traditionally women's jobs are apt to be of the routine monotonous type.

Where jobs are determined as men's or women's by management or management and union, a list should be attached to the schedule indicating occupational differences by sex.

"We specify a definite wage scale." Does an analysis of the wage scale show women's rates lower on the whole than men's? Is a woman on the Committee that sets the rates? Copy of wage scale is very important in such cases.

P. 3, sec. 4

What job upgrading is provided for women? Is special training necessary for job progression? Is job upgrading possible for most women? If not, why not? How long may a woman be kept upon a usual job before being advanced to one requiring more skill?

Wage advancement -
If contract provides for automatic wage advances, quote clauses covering this.
(Job upgrading involves greater occupational skill and theoretically is accompanied by a wage increase although wage increases may be paid without any advance in occupational skill.)

Is it customary for women to be classed as trainees over a long period?
Describe opportunities for job promotion.

I.B.E.W. Local B-713

P. 3 sec. 6

When extra copy of contract or amendment is not available, it is advisable to transcribe the copy in the union office.

Perhaps in this case women have been in these occupations for a long period of time. If so a statement to that effect would be illuminating.

P. 4 sec. 7

Indicate what the ruling involved.

P. 4 sec. 8

Why are the dues lower for women? Possibly an analysis of this situation will bring out the basic facts in discrimination and these may be the most important factors needing further discussion with women employees.

This was my very first interview and Mr J. J. Schilt, filled in the quiation. so that I had little chance to talk on it. Unable to secure any contracts, or wage scales. Each plant have their own wage rates.

P. 2 - Sec 3 - A. Departimental seniority prevails whether men work there or not.

P. 2 - Sec 3 - B. Women are shop stewards, and on committees, they have a voice. However they may be over ruled by the men. you are perfectly right womens jobs, are discriminatory. and are of the routine type. We, I take it should mean a women representative. I agree copy of wage scale is important.

P. 3, Sec 4 - Unable to answer, "If not, why not."

unable to quote clauses,

Sorry, he did not state, trainee period, and as I said, This was my first interview.

P. 3 - Sec 6. Maybe, if they would transcribe copy of Contract.

yes, women have worked in the Automatic, Kellog Switchboard, and other electric concern over a long period of years, so that womens jobs, have been set up for years & years, and they do the repetative, semi skilled work, so called light work.

P. 4. Sec 7 - No case before the W. L. B,

P. 4 - Sec 8. The women no doubt are discriminated against in that they are not training them for the higher skilled jobs. and higher rates, consequently higher dues.

A. O'Connor

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union United Automobile Wkrs- Local 286-477-717-718-778

Affiliated with ~~A. F. of L.~~ Address 3954 W. North Ave Chicago-24

Persons interviewed — Official title

Anthony Loria Int. Vice Pres. United Aut. Wkrs
Angelo Incisco President Local 286

W. B. Agent A. O'Connor Date Sept 28-1943

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)	No. of women members
Stetson China Co- Local 286	175	125
Briskin Mfgr. Co. Local 286	60	06
Chicago Extruded Metal " 717	50	50
Delta Star Electric Co Loc-286	450	107 = 734
Mojonnier Bro Co. " 778	450 (2173)	80
Thompson Wire Co Local 286	110	8
Arvio Mills Co. " "	60	58
U.S. Tobacco Co. "	368	300

2. List of shops not closed in which women are employed.

(W.O.K)

Plant name	Total no. of members (men and women).	No. of women employed: Total in plant	No. of women employed: Union members
Armstrong Bro Tool Co Local 286	425 (2825)	~~450~~ 45	45
* Revere Copper + Brass Local 477	2400	280 (325)	280

The above plants are all in vital war work.

3. Are specific references made to women in the union contract in regard to wages? Yes X No ___. Specific reference is made in regard to womens rates, where mens jobs are changed over to womens jobs, and a limit differential of 10¢ per hour is permitted.

Occupations? Yes X No ___. Are operations specific to women are in the contract. But when jobs are broken down, women do Partially what men used to do.

Seniority? Yes ___ No X.

Lunch periods? Yes ___ No X.

Rest periods? Yes X No ___. Rest Periods for women

Other conditions? Yes ___ No X.

Lunch Rest 15"

Quote such clauses in full, indicating to what extent they are discriminatory.

Rest Periods for women dont apply to men
15 min A.M. 15 min P.M. Paid for by Co's

3a. Will women retain equal seniority with men in the post-war period? Yes X No ___. where men & women do comparable work same seniority, Prevails, however most of the jobs are classified, Womens jobs, & mens jobs.

In the case of seniority is it limited for women to the war period? Yes ___ No X.

Are they accorded seniority rights only in relation to other women? Yes X No ___.

men Where women have taken mens jobs, ~~of~~ entered service, ~~this~~ the service seniority will prevail when they return, thus replaceing those women.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?

Womens seniority applys only to among women workers of any given dept.

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?

Generaly, for a period of 30 days, never to exceed 60 days applys to men and women

If the contract contains no provision for seniority rights, what practice is followed?

All contracts carry seniority provisions

3b. What is the basis of determining "equal" or "comparable" work?

Basis, is, there must be no changes on the job as performed by men

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?

All contracts provide equal pay for comparable work.

4. Does contract provide for job upgrading for women? Yes X No___.

Wage advancement? Yes X No___.

Do existing seniority rules interfere with the upgrading of women? Yes X No___.
Tempory wkrs sometimes prefer remaining on same jobs and not advance. This also applys to elderly men
Is it the practice to require promotion through a progression of jobs? Yes X No___.

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes X No___.
Men and women's jobs are seperate, definitely designated.
Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No___.
jobs seperation, mentiond above, no such problems arise.
Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X.
Profationary peri^od 30 day & not more than 60 day.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.

No provision see contract
Contract provides for rest periods. for women only

6. Occupations. If contract specifies job rates, attach copy.

mens rates determine the womens rates, in accordance with allowable diffuntials mentiond above.
Were any changes in the occupations made in order to adopt the work to women, relating the change to specific occupations? Yes X No___. Describe.

Heavy type of manual labor has been eliminated, from jobs made available to women.

7. Has the local had a case before the WLB? Yes X No___. Was the principle of equal pay involved? Yes___ No X. What was the ruling?

Several cases pending before the Bd.

Identify the case by name, number, and date.

Is the ruling now observed? Yes___ No___. If not, explain.

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings. Poor

Shop stewards yes

Committee members yes

Officers yes One local has a women secretary.

Women dont like to accept offices, there new and timid generally Speaking. Various occassions a few will rise up and organize a Dept 100%.

Do women pay the same dues as men? yes

$1.00 per month

9. Other pertinent information, union benefits, etc.

no sick or death benefit, attached to the union.

Strike benefits same for men & women. Women have the same priveledges in the union locals as the men. Men & women are in the same locals.

10. Suggested follow up

I offered to speak at any of the local meetings, but Mr Gloria said so very few attend meetings that applys to both men & women, however he took my name & add. & when opportunity presents itself, when they would have a worthwhile meeting, he would call on me. Mr Gloria was very helpful and co-operative. I served on a panel in one of his cases before W. L. B, so that he knew me.

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.

all information given is from present contracts in effect. all contracts cover period of 1 year.

After the war, men returning from the service, shall be re-employed on like or comparable work, according to their seniority.

Jobs that have been broken down into various jobs in order to make them available for women, will be returned to their normal statues, after the war.

The above provision is in all contracts.

May it not be possible that these automobile locals are affiliated with the CIO instead of the AFofL?

Are the ten firms listed on page 1 governed by the same contract? Our experience has been that the jobs vary somewhat from plant to plant, and that the wage scale also varies, so I hope you will be able to get copies of the contracts covering these firms.

P. 2 - 3

Indicates possibility of discrimination, as the contract specifies women's jobs and women's rates. Question again arises - is this true in each of the 10 plants and to what extent? Possibly Mr. Doria referred only to the basic contract during his interview. Did women in the union agree to the differential of 10 cents per hour for their jobs?

P. 2 - 3b

"There must be no changes on the job as performed by men." Did the union in establishing this principle take into consideration the fact that job changes frequently have speeded up production so that unit costs to the firm would be less even without reducing the labor cost as they have done apparently in these cases. How was the rate set for women who were placed on new jobs, often which men had never worked? All of these plants have doubtless expanded and have installed new equipment required for new products.

P. 3 - 4

Judging from the statements made in two or three of the interviews, the men think the women were apathetic and are not interested in advancement. Of course this is the official slant, and is appropriate to enter on the schedule. I wonder what the women would say to this.

P. 4 - 7

How do the several cases pending before the WLB concern women?

Chicago Oct 19-43

Miss Caroline Manning
Dear Miss Manning:-

These locals are all affiliated with A. F. of L. Yes, jobs do vary in different plants, ~~wage~~ scales also vary. The contract enclosed, is from my labor panel membu file, as I sat on their case. They appealed the Reg. W.L.B. order to Washington, I believe.

P. 2-3. Enclosed contract. Page 14- Section 3. Of course these rules may not apply at present. On page 17- Enclosed contract, Article V. Section 1-2-3 4- Sect 5- difference of 10¢ per hr. for men & women.

Women are Stewards and committee members, whether they agreed on this point in contract I could not say.

P. 2-B-B. Page 19- Section 5- of enclosed contract does not cover how rates are set.

The equal pay is not involved in the cases pending before The W.L.B. as per Mr Gloria's statement, my opinion is it should be one of the disputes.

You know, and I know, a great number of union men feel, and Companys too that women are supposed to be only tempory workers, and why upgrade them. Women are invariably on lowest paid jobs, and Oh how I wish by some "Magic Wand" to

jogg them out of their superiority complex, the men I mean. Women are coming in and doing a "Mighty fine job" but really, the union officials and rank + file of the union too, just don't like it.

I am unable to secure contracts covering these firms, also unable to "wiggle" out of Union any wage ~~data~~ classifications.

A. O'Connor

11

Contract book given

Mrs. Morrison (Angus)

UNION CONTRACT

THIS AGREEMENT, made and entered into this 8th day of July, 1942, by and between MOJONNIER BROS. CO., hereinafter referred to as the "Company," and LOCAL No. 778 AND THE INTERNATIONAL UNION UNITED AUTOMOBILE WORKERS OF AMERICA, AMERICAN FEDERATION OF LABOR, hereinatfer referred to as the "Union."

The Company and the Union being desirous of maintaining, improving, and clarifying the relationship between the Company and its employees agree that the policy governing wages, working hours, overtime, vacations, and grievances will be as follows:

ARTICLE I

Section 1. The Company recognizes the Union as the exclusive and sole bargaining agent for its production and maintenance employees, excluding watchmen, guards, draftsmen, salesmen, superintendents of erection, supervisory and office employees, truck drivers and working foremen, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment. Nothing contained herein, however, shall limit the rights of individuals as set forth in section 9 (a) of the National Labor Relations Act.

Section 2. The Company will only act upon complaints regarding rates of pay, wages, hours and any other conditions of employment through the Union.

Section 3. The Company will not interfere with the rights of its employees to become members of the Union. The Company agrees that it will not directly or indirectly use coercion, discrimination, interference, or restraint against any member of the Union on account of such membership.

Section 4. The Company agrees that it will not aid or support any employees or group of employees for the purpose of undermining the Union and that all present and future members of the Union shall maintain themselves in good standing with the Union as a condition of employment.

The Union agrees to notify the Company of any its members in the Company's employ, who are no longer in good standing with the Union and the Company shall discharge such employee not in good standing within five days from such notification and such discharge shall be considered for cause.

ARTICLE II

Section 1. The Company agrees to the following procedure for Collective Bargaining, providing for:

(1) Designated management representatives; or any other chosen representatives of the Company;

(2) Designated Union representatives which will consist of the Bargaining Committee of the Union and any other of its chosen representatives;

(3) All grievances shall be handled in the following manner:

Section 2. First. The Union shall furnish triplicate grievance sheets which shall be made out by the aggrieved. Two copies shall be presented to the department steward by the aggrieved who retains one copy. The steward shall immediately present one copy to the personnel officer of the Company and shall discuss the nature of the grievance with the personnel officer in an attempt to reach a satisfactory settlement. The Company will pay the steward at his regular rate of pay for the first fifteen minutes of such time. Any additional time will not be paid for by the Company. Such time will be computed by periods of fifteen minutes each.

Section 3. Second. In the event that no decision can be reached that is mutually satisfactory to the employee, the Union representative, and the personnel officer within twenty-four hours, the employee's representative shall then refer the grievance to the Bargaining Committee who

may bring the grievance before the Company's representatives for settlement.

Section 4. A Bargaining Committee of not to exceed six members, shall be appointed by the Union, to represent the employees in negotiations with the Company under this agreement. At any meeting the Bargaining Committee may call in International Union representatives to assist them.

Section 5. Meetings between the Bargaining Committee and representatives of the Company shall be held within forty-eight hours after notification of either party. Such meetings may be held one and one-half hours before the regular quitting time and the members of the Bargaining Committee shall not receive pay from the Company for time in excess of one and one-half hours. The first one and one-half hours or less of such meetings shall be paid for by the Company at the regular hourly rate of the employees affected.

Section 6. The Union will strive to present any grievances pertaining to discharge or lay-off within forty-eight hours of such action on the part of the Company.

Section 7. The Union agrees to furnish the Company a list of names of the Stewards, Bargaining Committee members, and Officers of the Local Union, and the Company shall furnish the Union with a list of those supervisors with whom the Union shall deal in carrying out the provisions of this agreement.

ARTICLE III

Section 1. The word "Seniority" as herein used shall be deemed to mean the right to priority in employment in the case of increase or decrease of working forces.

Section 2. In the event of increase or decrease of employees plant-wide seniority shall determine whether an employee shall be laid off or rehired, as follows: All employees covered by this agreement shall be classified in the occupational group or groups in which they are qualified to do work. This qualification shall be determined from the past records of

the Company as to the jobs performed by the employees as well as concession of qualification which can be made on jobs which do not require special skill.

This provision shall receive a reasonable interpretation and it is understood that as the result of applying seniority regulations the Company will not be required to transfer an employee to a job for which he lacks necessary qualifications or to a job he cannot perform satisfactorily.

When employees have to be laid off in any occupational group, each employee so affected shall be given consideration for transfer to any other occupational group in which he has been classified and may replace any employee in that group who has less plant-wide seniority. Rehiring shall take place in the reverse order of the layoffs.

In the event of interdepartmental transfers, the Company shall have a maximum of five days in which to bring about readjustment in keeping with the seniority provisions of this agreement without penalty.

Section 3. New employees (except learners) of the Company, shall be considered probationary employees until they have worked four weeks for the Company, after which their continuity of service and seniority shall date from four weeks prior to the close of such probationary period.

Learners are employees who have never had previous training or experience in factory work and who are under instruction by management supervision or a regular employee. This shall not include common laborers. The probationary period for such learners shall be twelve weeks. The number of such learners shall not exceed 15 per cent of the regular employees of the Company.

Section 4. In decreasing the force due to lack of work, learners and probationary employees shall be laid off first, if a further reduction of production is necessary, the hours of work shall not be reduced below forty hours on all jobs where that is possible.

Section 5. A seniority list shall be prepared jointly by the Company and the Union, and be available at all times for examination by the Bargaining Committee.

Section 6. An employee shall lose his seniority rights and his continuity of employment under the following conditions only:

(a) If he resigns;

(b) If he is discharged for just cause;

(c) If he is absent from work for four working days or more without notifying the Company;

(d) If he does not report for work within one week after being notified by the Company, by letter to his last known address on the records of the Company, and the Bargaining Committee has been notified of such fact;

(e) If the Company is not able to locate him in order to notify him to return to work, and the Bargaining Committee has been notified of such fact for one week;

(f) If he has not worked for the Company for a number of days equal to one-half of his length of service with the Company, provided that for this purpose absence with leave and time off caused by compensable injury sustained while in the employ of the Company shall not be counted. Upon rehiring there shall be no reduction of seniority if the employee has not lost his seniority.

Section 7. The members of the Executive Board of the Union and the Bargaining Committee of the Union shall head the seniority list of the plant during their term of office. At the close of their term they shall be returned their regular position on the seniority list.

Section 8. Shop stewards shall have five years seniority added to their actual seniority during their term of office. At the close of their term they shall be returned to their regular positions on the seniority roster.

Section 9. Any member of the Union selected as an officer or delegate or elected or appointed to a position with the Union shall, upon request, be granted a leave of absence without pay for the duration of the period of his selection, election, or appointment, without the loss of seniority. For the duration of such period of Union service the employee or employees affected shall continue to accumulate seniority as though in continuous employment with the Company.

Section 10. Employees desiring leave of absence shall be required to make a written request for said leave of absence, outlining the reasons for making the request. The granting of a leave of absence shall be by mutual consent of the Company and the Union in triplicate written form, the original to be retained by the employee, the duplicate by the Company and the triplicate by the Union.

ARTICLE IV

Section 1. The regular work week shall be five days of eight hours per day, namely Monday to Friday inclusive, with time and one-half being paid for all time worked in excess of eight hours per day and for all work performed on Saturdays, provided that employees who have not completed forty hours of work within the scheduled work week shall have the option, upon call from the Company, to make up the lost hours at straight time pay on a Saturday, such straight time on such Saturday not to exceed eight hours. Sunday service calls for work performed outside of the plant shall be paid for at one and one-half times the regular rate. Double time will be paid for work performed in the plant on Sundays.

The provisions regarding periods of work shall not constitute a guarantee of work on the part of the Company.

Section 2. The following holidays should be observed during which days no work shall be performed: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Employees required to perform work on any of the above mentioned holidays shall receive double their regular rate of pay.

Section 3. All holidays hereinbefore enumerated shall be from 12:00 midnight of the day previous to 6:00 A. M. of the day following, with the exception of Christmas and New Year's which shall be from 6:00 P. M. of the day previous to midnight ending the holiday. Deviation from this clause may be made by agreement between the Company and the Union.

ARTICLE V

Section 1. The minimum hiring rate for regular employees shall be .60 per hour and upon completion of four weeks of employment, regular mployees shall receive a minimum of $.65 per hour. Learners shall be ired for a minimum of $.50 per hour and progressively increased to not ss than $.55 per hour in eight weeks, $.60 per hour within seventeen eeks and $.65 per hour within twenty-six weeks from the date of em- loyment.

Section 2. Effective July 8th, 1942, all employees covered by this greement shall receive an increase of $.10 per hour.

Section 3. The wage structure provided in Sections 1 and 2 above, vill be maintained until wages are reopened for equalization and adjust- nent on January 8, 1943.

Section 4. All employees working on the second and third shifts shall eceive $.05 per hour in addition to their regular earnings. When oper- ating three shifts employees shall be allowed a fifteen (15) minute lunch period at the end of four hours' work for which there shall be no deduction in pay so that a full eight hour period may be assured for each shift.

Section 5. A differential of ten cents (10c) per hour shall exist be- tween the minimum rates of male and female employees with the higher minimum rate to prevail for male employees.

Section 6. Female employees will be granted a ten (10) minute rest period on both morning and afternoon work shifts.

ARTICLE VI

Section 1. Vacations for the year 1943 will be negotiated by the Com- pany and the Union in April, 1943.

ARTICLE VII

Section 1. Any employee who enters active military service shall accumulate seriority during his term of service, and shall be granted a leave of absence for such term. Upon discharge he shall be reemployed, provided that he is in physical and mental health to do the work for which he is classified and provided that his accumulated seniority entitles him to replace a current employee unless the Company's circumstances have so changed as to make it impossible or unreasonable to do so. To retain this right the employee on such leave must report to the Company and present his claim within forty days from his discharge or forfeit his seniority.

Section 2. In the event there is a strike or lock-out at the place of employment within the forty day period required for application for re-employment, under the previous paragraph, the time within which application for reinstatement must be made shall be extended to a date at least fifteen days from the date of adjustment or settlement of such strike or lock-out.

Section 3. No employee affected by this Article shall lose his seniority or any rights under the terms of this agreement because of his refusal to accept employment while a strike or lockout is in progress at the place of employment.

ARTICLE VIII

Section 1. Any change in the hours or any individual wage adjustments affecting employees under the jurisdiction of this agreement, shall be communicated to the Bargaining Committee of the Union before being placed in effect.

Section 2. The Company agrees not to transfer any of its work to any other concern for the purpose of discriminating against the Union.

Section 3. The Company agrees to allow the Union the use of Union Bulletin Boards in the shop. The Union agrees to use the Union Bulletin Boards only for notices of Union business and not for propaganda and campaign publicity.

Section 4. No foreman, assistant foreman, or department head shall be permitted to perform production work or operations of any employees at any time except for the purpose of instruction or for work of an experimental nature, or in the case of an extreme emergency when a regular employee is not available to do the job, providing a working foreman shall be permitted to perform production work not in excess of work performed prior to negotiation of this agreement or to replace a regular employee.

Section 5. When new operations are established or vacancies created which by reason of higher rate of pay, steadier employment, cleaner working conditions, or a combination of those factors which make an occupation desirable, prior opportunity should, if practical, be given to older employee in point of seniority.

Section 6. When employees are sent home before having worked four hours after having been permitted to come to work without having been properly notified to stay home, they shall receive a minimum of four hours' pay at their regular hourly earnings. This shall not apply if brought about by conditions beyond the control of the Company.

Section 7. If an employee is injured while at work and is sent home or asked to leave his job by the Company's doctor, he will be paid for the remainder of that day only at his regular rate of pay.

Section 8. The Company shall notify any employee who is to be laid off at least twenty-four (24) hours in advance whenever possible.

Section 9. The Company shall notify the Bargaining Committee of the Union within twenty-four (24) hours of all employees laid off and of all employees recalled to work. The Company also agrees to notify the Bargaining Committee of the Union of the hiring of employees without seniority within twenty-four (24) hours.

Section 10. The Company agrees there will be no lock-out of its employees. The Union agrees that there will be no strike, slow-down, or stoppage of work until all peaceable means of reaching a mutually satisfactory decision on any and all problems have been tried as enumerated in this contract, including utilization of conciliation service of United States Department of Labor, and authorization of the International Union.

ARTICLE IX

This agreement shall remain in full force and effect until July 8th, 1943 inclusive, and thereafter from year to year unless within the ten (10) day period immediately preceding the thirty (30) days prior to any date of expiration notice is given in writing to the other party by the party desiring a change.

Executed this 8th day of July, 1942.

MOJONNIER BROS. CO.

By TIMOTHY MOJONNIER,
President

(Corporate Seal)

ATTEST:
J. J. MOJONNIER, *Secretary*

LOCAL No. 778, and INTERNATIONAL UNION, UNITED AUTOMOBILE WORKERS OF AMERICA, Affiliated with the AMERICAN FEDERATION OF LABOR.

LAMBERT WEBSTER
FRANK MOSKAL
MARTIN McELHANY
WALTER POTEMPA
EDWARD DUFKIS
JAMES HOFFMANN
(Bargaining Committee)

ANGELO INSCISCO,
International Representative

ANTHONY DORIA,
International Vice-President

IF YOU HAVE ANY QUESTIONS — ask your foreman, or go to the Personnel Office.

November 15, 1942.

Decatur-Ill

-1-Union - C.I.O.

2 - Local no - 977 -

3 Head official Albut E. Glen - C.I.O Rep - 205 W. Wacker drive Chicago
adr - C.O. Branom. Louis Cassidy. Blanche Gassaway Ralph
Kochendorf. Tony Brookshire, Charles Green, Le Roy E. Stradley,
W.L.B. data (above all signed contract);

3) Title

2 W.L.B. case no - 6-13-247

3 date " " Aug 17-1943

4 Type of case Dol - Dispute (agreed case by Co + Union)

5. What does case involve wage increase, vacations, new classification rate, inequality,

6. What was L. B. decision, Co - rescinds request for price relief. Partially approves application See order

7. Union appeal yes no ✓ on what grounds

Plant Union data

1. date & duration of contract - Effective June 1-43 - to May 31-43

2. Plant Griglieit Company 740 East North St - Decatur Ill -

3. Address Decatur - Ill

4. Products Mfg. Moulding plastics

5 No Employees - Total 258 Women

" Involved 221

Contract 1 Equal pay yes - no ✓ By rate for job not sex yes ✓ no —

Equal pay clause no ✓

Same starting rate (Contract dont mention)

Contract,

automatic progression (dont say)
rest periods ~~(see below)~~ 10 min each 4 hrs - Shift - Employes
" " deducted from pay no
hourly rate differentials duet rest periods no

job classification (not by sex)

jobs classified by male + female no

Seniority.

maintinance of membership contract.

Seniority. Employees all the way thru
Seniority date back to day of hiring - 30 day probation period
" by depts & shifts. (2 Shifts on seniority.)

Absence - Leave of absence for comm activity not more than 1 yr.
15 day leave for any other cause - (no illness specified) -

~~rest period in Contract. 10 min - each four hrs shift (Employes)~~ filed up above

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union United Electrical Radio & Machine Workers of America — Local 1105

Affiliated with C.I.O. — Address 166 W. Jackson, Chicago

Persons interviewed Alice Smith — Official title Field Organizer

W. B. Agent A. O'Connor (maintenance of membership) — Date Oct 4-43

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)	No. of women members
~~Westinghouse Elec. & Mfg. Co.~~	~~450~~	~~200~~

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)	No. of women employed	
		Total in plant	Union members
Westinghouse Elec. & Mfg. Co.	450	200	200

3. Are specific references made to women in the union contract in regard to wages? Yes X No ___; occupations? Yes X No ___; seniority; Yes ___ No ___; lunch periods? Yes ___ No ___; rest periods? Yes ___ No ___; other conditions? Yes ___ No ___.

Quote such clauses in full, indicating to what extent they are discriminatory.

(See attached)

3a. Will women retain equal seniority with men in the post-war period? Yes X No ___

In the case of seniority is it limited for women to the war period? Yes ___ No X.

Are they accorded seniority rights only in relation to other women? Yes ___ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?

Strict seniority

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?

All employees have 6 months probationary period; when permanent, seniority retroactive to date of hiring.

If the contract contains no provision for seniority rights, what practice is followed?

3b. What is the basis of determining "equal" or "comparable" work?

all jobs in this plant are on one key sheet

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?

Rate is paid for the job as classified on key sheet

4. Does contract provide for job upgrading for women? Yes X No___.

Wage advancement? Yes X No___.

Do existing seniority rules interfere with the upgrading of women? Yes___ No X.

Is it the practice to require promotion through a progression of jobs? Yes___ No X.

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes___ No___.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No X.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.

6. Occupations. If contract specifies job rates, attach copy.

Assembly. stator winding, drill press

Were any changes in the occupations made in order to adapt the work to women, relating the change to specific occupations? Yes___ No X. Describe.

7. Has the local had a case before the WLB? Yes___ No X . Was the principle of equal pay involved? Yes___ No___. What was the ruling?

Identify the case by name, number, and date.

Is the ruling now observed? Yes___ No___. If not, explain.

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings: Excellent

Shop stewards. 3 out of 10 stewards are women

Committee members. No women - women entered plant one year ago

Officers. 3 officers

Do women pay the same dues as men? yes

9. Other pertinent information.

10. Suggested follow up.

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.

National agreement dated April 8, 1943.

These schedules were filled out by Alice Smith herself, and mailed to me. This was done prior to instructions. I have been unable to reach her, after that. She is out of town most of the time.

A. O'Connor

14 + 15

#14

Contract given

Mrs. Morrison (angus)

Trade Union Policies — Women's Bureau, U.S. Department of Labor

Name of Union Farm Equipment Wkrs, West Pullman — Local 107

Affiliated with C. I. O. — Address 956 W. 119th St

Persons interviewed Gilbut Wright — Official title President

Elsie M. Geiger Shop Steward 11905 Normal Ave Chicago Ill
Laura Christensen " " 10000 Lafayette Ave "
Dorothy Hickinson " " 10121 Lowe Ave "
Anna Belle Catona " " 3443 W. 60th St.
Mrs Lillian Sangers " " 5857 Calumet Ave 2nd fl. "(Colored)
Mrs Kathryn Addeci " " 27- E. 117th Pl. Chicago Ill
George Skanta Vice-Pres " 11835 Springfield Ave R.R.1-Blue Island Ill
Ray Miller Chief Steward 12433 Emerald Ave Chicago-Ill
Earl Jaessup Chairman Griev. Comm. Homewood Ill-RR1-

W. B. Agent A. C Connor — Date Oct 12-43

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)	No. of women members

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)	No. of women employed	
		Total in plant	Union members
Int. Harvester Co. West Pullman works. (Maintenance & Membership) (Collateral Work for other plants) Listed as Collateral Plant. (Mfr Parts of shell " nose bomb fuse	2300 (3500 workers in Plant)	1350	1200

Mfg - Any complete product is the milk cooler - few made at present.

3. Are specific references made to women in the union contract in regard to wages? Yes Ø No X; occupations? Yes X No ___; seniority; Yes Ø No X; lunch periods? Yes ___ No X; rest periods? Yes X No ___; other conditions? Yes ___ No ___.
Page 16 - Section 14 - Section 15 - 16 -
Page 26 - Section 9. on prefured seniority.

Quote such clauses in full, indicating to what extent they are discriminatory.
Section 24 - Page 19. Pertaining to females. I think is obsolete.
last part & paragraph.

3a. Will women retain equal seniority with men in the post-war period? Yes X No ___.

In the case of seniority is it limited for women to the war period? Yes ___ No X.

Are they accorded seniority rights only in relation to other women? Yes ___ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?
Article XVI - page 23 - The whole section on Seniority refers to Employees.
note section 9. Page 26.

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?
6 months probationary period, applys to both men & women, a vestibule School average time for new employees in School 6 7 days. maximum time is 4 weeks

If the contract contains no provision for seniority rights, what practice is followed?
Refer to Page 23 in Contract. It refers to Employees all the way thru.

3b. What is the basis of determining "equal" or "comparable" work?
Any changes on jobs, women Stewards take up with foreman, if not agreed case goes to grievence Comm. and on thru various channels, up to Int. Officers and Co.

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?
I cannot find any definite clause in contract, providing for equal pay for women, however they have a case involving 8 plants of Int. Harvester Co. before W. L. B. asking for equal pay for equal work.

4. Does contract provide for job upgrading for women? Yes___ No___.
Page 28- Section 11- 2nd Paragraph no reference made to women

Wage advancement? Yes X No___.

Do existing seniority rules interfere with the upgrading of women? Yes X No___.
men having more seniority

Is it the practice to require promotion through a progression of jobs? Yes___ No___. Very little progressim work, Mostly routine collatiral work of a reputative nature, that applys to men too.

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes___ No X.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No___. Page 28- Section 11- 2nd Paragraph.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.
Page 16- Section 14. no other priveleges except Section 16- Page 17
I would call that a duty not priveledge

6. Occupations. If contract specifies job rates, attach copy.
There are male rates and female rates.
Willing to give copy after W. L. B. ruling.

Were any changes in the occupations made in order to adapt the work to women, relating the change to specific occupations? Yes___ No X. Describe.

This plant has employed women for over 24 years, several women have 24 years service. up to the present time no changes have been made because of the increase in the employment of women.

7. Has the local had a case before the WLB? Yes X No___. Was the principle of equal pay involved? Yes X No___. What was the ruling?
Ruleing pending. This case Cruse 18 plants of Int. Harvester Co.

Identify the case by name, number, and date. No 111-2193
Int. Harvester Co - Panel Hearing - Sept 18-1943 -
United Farm Equipment & Metal Wkrs of America C.I.O.

Is the ruling now observed? Yes___ No___. If not, explain.
No Ruleing of W.L.B.

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings. On a par with the men, and that is poor.

Shop stewards. 10-12

Committee members. No women on grievance committee, shop Stewards take up all grievances within Dept. with foreman, any unsettled grievances goes to grievance Comm.

Officers. Had 2 Ex. Bd. women members but they did not attend. Election in a few weeks, hope to elect women on Ex. Bd.

Do women pay the same dues as men? Initiation Fee $2.00, Dues $1.50 mo. Same for ment women. By Laws provide for maximum charge $1.50 mo.

9. Other pertinent information.

10. Suggested follow up.
Gilbut Wright Pres. 956 W. 119th St. Chicago - all would like to be put on mailing list. The women Stewards were fine especially the coloud girl. They would be intrested in receiving pamphlets from the Bureau.

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.
May 12. 1942. Firm local cntract, and mutually agreements from time to time.

Statement pertaining to Local 107. C. I. O.
Farm Equipment Wkrs. West Pullman

There are about 10-12 Women Stewarts. They are elected by the depts. In a few cases, women Stewards also represent the men. In depts. where few women work, men Stewards are usually elected. They collect dues & take up grievances with the foreman. The grievance committees are elected at general election by secret ballott, which requires 2 days. Women have been members of Ex. Bd. but did not actually serve.

The women had rest periods long before the war. One cafeteria exclusive for women, one cafeteria for men & women. Nice rest rooms, ping pong sets, games etc. good toilet facilities and drinking fountains.

Beginers enter what they call "Vestibule School." to find out what they can do. Women begin at 57½¢ hr, men 77¢ hr. average time in school 6-7 days. maximum 4 weeks, then placed in whatever jobs best fitted for, and receive the rate on that job, and upgraded when opportunity presents itself. Union is asking for 65¢ hr begining rate. There is a 6 mo. probationary period in contract. seniority begins 1st day of employment.

They have female & male rates. Mr Wright will give copy of rates after W. L. B. ruleing. Women do receive same pay, when they take over a mans job. Very little advanceing for either men or women, each person doing a repetative job.

The union urges membership upon employment. Union by laws prohibits a higher Mo. dues than $1.50. So that dues are $1.50 mo. & $2.00 Initiation fee. same for men & women, no financial benefits. Poor attendence at meetings, means, satisfied workers, large attendence trouble brewing. women attending on a par with men.

OVER.

Mrs Lillian Sanguss, was a colored shop Steward. She represented a dept. composed of about 5 colored girls and 90 white women. She was elected by her Dept. Worked about 1½ years for Co. She began at 57½¢ hr worked 2½ mo for that, then went on piece work, and is now making around 60-64 dollars a week. She said the top weekly pay on hourly basis for women is $41.80 a week.

Some organization, I think The Urban League, helped worked with the Co. for 3 mo, prior to putting any colored on. During that time Mrs Sanguss was in training, & being paid by this orginization. The day she was hired by Int. Harvester Co, she had two colored girls with her, they were hired also, so that three colored girls, broke the ice together. Now there are over 100 colored women. They are being treated very well, use all the facilities of the other wkrs. and are good union members. She thought probably the Co. had schooled so to speak, the white workers before they were employed; at no time has there been any friction, or any reference to them being colored.

Mrs Sanguss stated, the Co. hires the colored women for the duration, and that they are told it is for the duration, before they are hired. The contract Page 6 - Article V. refutes the above.

The workers do not rotate on the swing shift. requests are filed for any change, when there are openings they are transfered. Women work on the night shift.

Workers complain of outsiders being hired as forladies & foremen, and not knowing their job, causeing a lot of grievances.

A. O'Connor

Contrast Book given

Mrs Morrison (Angus)

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union: United Farm Equipment Wkrs of America Local 105 — McCormick Local 105

Affiliated with U.E.E.M.W.A. C.I.O.

Address 2512 So Oakley ave Chicago Ill

Persons interviewed Joseph Rapala

Official title Joseph Rapala Recording Secy.

There were two women Shop Stewards present but I was unable to get their names & addr. somewhat shy, and appeared to be Skeptical.

W. B. Agent A. O'Connor — Date Oct 13-43

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)	No. of women members
McCormick Works. 26th and Western ave Chicago Ill	about 7,000	approximately 1500

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)	No. of women employed	
		Total in plant	Union members
see international union			

●. Are specific references made to women in the union contract in regard to wages? Yes___ No X ; occupations? Yes___ No X ; seniority? Yes___ No X ; lunch periods? Yes___ No X ; rest periods? Yes X No___ ; other conditions? Yes___ No X . Page 15 - Section 12 - 14

male and female both come under the contract no deviation.

See page 16

Quote such clauses in full, indicating to what extent they are discriminatory.

all discriminatory cases are taken through the grievance procedure.

3.a Will women retain equal seniority with men in the post-war period? Yes X No___.

In the case of seniority is it limited for women to the war period? Yes___ No X.

The Whole Seniority section says "Employees" Note Page 24 - Section 9. applys to women although it says Committeemen.

Are they accorded seniority rights only in relation to other women? Yes___ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?

grievance - procedure and contract

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights? Employees having 6 mo. service and not more than 12 mo. shall be placed on dept. seniority (not plant wide) Page 22 - Section 5-6

If the contract contains no provision for seniority rights, what practice is followed?

It does

3.f What is the basis of determining "equal" or "comparable" work? Contract plus grievance procedure. Women Stewards take up with Foreman.

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is follwed in regard to women's wages?

grievance procedure — negotiations

4. Does contract provide for job upgrading for women? Yes X No___.

wage advancement? Yes X No___.

Do existing seniority rules interfere with the upgrading of women? Yes___ No X.
Page 25- Section 11- 2nd paragraph. + 3rd Page 26- 1st paragraph.

Is it the practice to require promotion through a progression of jobs? Yes___ No X.

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes___ No___. Women are promoted on jobs suitable for female.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No___. That all depends on circumstances although seniority is considered primarily — plus ability.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X. They have an 18 week training period it really is not training, simply to find out where they fit in the best. Applys to men + women

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.

Rest periods are granted Page 15- Section 12
Vacations ects. as per contract

6. Occupations. If contract specifies job rates, attach copy.

no.

Were any changes in the occupations made in order to adapt the work to women, relating the change to specific occupations? Yes___ No___. Describe.

7. Has the local had a case before the WLB? Yes X No ___. Was the principle of equal pay involved? Yes___ No___. Wat was the ruling?

Identify the case by name, number, and date. 111-284-C

Is the ruling now observed? Yes___ No X. If no, explain. appealed to W.L.B.

If there is not complete compliance yet, what action does the union anticipate taking? appealed to W.L.B.

8. Activities of women in the union. Attendance at meetings. yes. Fair
Shop stewards. yes about 10-
Committee members. yes
Officers. no not to date

Do women pay the same dues as men? yes

9. Other pertinent information. ———

10 Suggested follow up ———

~~If t~~
Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements. yes. May 13, 1942 Contract
May 13, 1942 Supplement
March 31, 1942

Statement pertaining to Farm Equipment Wkrs Local 108.

Women have worked for Int. Harvester Co. (Mc Cormick Works) probably for 35 years or more. They have women forladies, women Supervisors and assistance Supt. of Torpedo Dept is a women.

The two rest period of 15 mint. each are paid, for time workers but not piece workers. Lunch period of 30 min. same for men + women. Page 16 - Section 18. (another type of lunch period). One lunch room (cafeteria) seating only 100 in Torpedo Dept. One place in Farm Equipment Dept sirve hot meals, but no seating facilities, both are very inadequate. Lunch wagons go around.

Drinking fountains are unsanitary. Rest rooms are fair, there were two couches, but they have been removed, only chairs left. The Torpedo plant have been remodeled somewhat. The Co. says if they could get priority, they would improve sanitary conditions The Farm Equipment Bld. is very old Bld.

No women work nights, in Farm Equipment Dept. very little night work in that Dept. Women work nights in Torpedo Dept. All rotate about every four (4) weeks.

They have a so called 18 week training period. it is not real training. during that time they are placed in jobs according to ability. and receive the job rate. Women begin at 65¢ hr and can progress up to 90¢ hr if qualified. after 18 weeks work. receive maxim wage classification It seems to be great favoritism in upgrading, whether that is general, or pusonal opinion of those I interviewed. They complained of lack of real training and that skill & ability was secndary. General progression is not the rule. so to speak.

Supervisers are taken from other plants, who are not familiar with the work.

Farm Equipment Dept are on a piece wk basis
U.S. Navy Torpedo Product are all on day rates or hour rates.

Women Stewards are elected by the Depts. there being about 10. They collect dues on Co. premises, but not on company time. Women stewards take up grievences with their respective foremans in their departments. equal pay for comparable work, the women have their say no agreement it goes to grievence committee. and on up.

Union urges membership upon employment, $2.00 Initiation Fee, $1.50 month dues. same for men and women. no death or sick benefits.

The Mc Cormick Plant is a part of case before W. L. B. Case No 111-2193-
United Farm Equipment & Metal Wkrs-108.
Int. Harvester Co. vs. Panel Hearing Sept 13-43- No ruling so far.

The Co. do not use the mental tests, and a sort of analyzing human beings, to such an extent as prior to the war. although it is not eliminated entirely. The vicious firing abuses have been lifted, because of labor shortage.

A. O'Connor.

P.S. I wrote to Mr Rapala special request for wage rates he wanted the letter to present to Ex. Bd. for approval.

#3

Contract given

Mrs Morrison (Angus).

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union Electrical Wkrs. Radio & Sound Division — Local B.1031

Affiliated with A. F. L. — Address 2403 W. North Ave

Persons interviewed Mr Fox — Official title Business Agent

W. B. Agent A. O Connor — Date Oct 4-43

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)		No. of women members	
~~Ster~~ American Fibre	1750		130	
Oak Mfg Co	1000		650	
Wells-Gardner	900		550	
Utah Radio	1100		700	4850
Consolidated	300	7400	200	
Sonora Radio	350	7050	250	
Jefferson Elec.	1500		1100	
Operadic	350		200	
Team Meters	150		100	

Call 6-12 Green Range 1142

2. List of shops not closed in which women are employed.

Not Closed Shop

Plant name	Total no. of members (men and women)		No. of women employed: Total in plant		No. of women employed: Union members	
Oxford-Tartak	200		150		all	
Lewyn-Kaemdar	75	595	60	410	all	410
Laminoid Fab.	300	925	200	610	all	610
Operadic	350		200			

3. Are specific references made to women in the union contract in regard to wages? Yes___ No X.

Occupations? Yes___ No X.

Seniority? Yes___ No X.

Lunch periods? Yes___ No X.

Rest periods? Yes___ No X.

Other conditions? Yes___ No X.

Quote such clauses in full, indicating to what extent they are discriminatory.
none, Unable to procure contracts, not able to see, & read them over.

3a. Will women retain equal seniority with men in the post-war period? Yes X No___.

In the case of seniority is it limited for women to the war period? Yes___ No X.

Are they accorded seniority rights only in relation to other women? Yes___ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?
Seniority same for men or women

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?
First 60 to 90 days same for men or women
The time set as temporary varies in different plants,
If the contract contains no provision for seniority rights, what practice is followed?
all contracts provide for seniority

3b. What is the basis of determining "equal" or "comparable" work?
Shop Chairman and Committee with the Co. passes on it otherwise the grievance committee
If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?
Contract does provide for equal pay

4. Does contract provide for job upgrading for women? Yes X No ___.

Wage advancement? Yes X No ___.

Do existing seniority rules interfere with the upgrading of women? Yes ___ No X.

Is it the practice to require promotion through a progression of jobs? Yes ___ No ___. some cases yes & some no

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes ___ No X.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes ___ No ___. in some instances but not generally.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes ___ No X.
60 day - in some plants and up to 90 days in other plants
Same applys to men & women

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.
Extended leaves of absence, majority of leaves due to pregnancy.

6. Occupations. If contract specifies job rates, attach copy.
each shop has own rate unable to attach wage scale.

Were any changes in the occupations made in order to adopt the work to women, relating the change to specific occupations? Yes ___ No X. Describe.

7. Has the local had a case before the WLB? Yes___ No___. Was the principle of equal pay involved? Yes___ No___. What was the ruling?

Have had 10 cases before board had no unfavorable rulings rates are set on jobs not by sex

Identify the case by name, number, and date.

1-12-1944 Sept. 13, 1943 Oak Mfg. Co. copy inclosed.

Is the ruling now observed? Yes X No___. If not, explain.

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings. Poor

Shop stewards yes

Committee members yes

Officers 5 executive Board

Do women pay the same dues as men? yes $1.00 per mo.

9. Other pertinent information, union benefits, etc.

un employment Service none

10. Suggested follow up

I offered to speak at local meeting. Mr Fox said women are working 9 hrs a day, and very, very few attend meetings. After a great deal of effort in contacting Mr Fox, he being the business agent for all these plants, and exceedingly busy. However he was very fine and co-operative and a good slant on women Workers. Women have, generaly speaking, always been employed in Radio Plants.

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.

all information in contracts.

Chicago Ill
Oct 16-43

Statement pertaining to Local B. 1031 Electrical Wkrs.
Radio + Sound Division.

This survey was made prior to my previous surveys, was returned, with various notes on each from Miss Manning.

The data contained in this survey, holds good generally speaking, for the twelve plants in this survey.

Page 2 - 3B.

In derterming "equal or comparable" work, the shop chairman and committee composed of men + women take it up with Co, that is, they begin at lower level of ~~grievance~~ procedure, and work up. If not agreed to, it is passed on to grievence Committee. Up to the present time they have been able to settle it there. Women have been employed, prior to the war in these plants, but have been employed in even greater number since the war.

Page 3 - 4.

"Promotion thru progression of jobs."

When women show more adaptability, they can skip, doing certain jobs, and go on to a better skilled job. In many instances of course they stay on certain routine jobs, and men do the same, on their certain routine jobs.

Page 3 - 5.

Women receive those leave of absences but do not lose their seniority, just how long

those absences require, I didnt ask. several months I presume.

P. 3 - 6

Absolutely impossible for me to attain wage rates, as they are lenghty, and diffrent for each shop.

The work is mostly light work, and there was no changes made,

P. 4 - 9

There are no financial benefits attached to the local, as 50¢ of each dollar per mo dues, goes to their Int. as per capita tax. the other 50¢ is for local to run on. the members, always receive their jobs thru the union, union conducts a sort of employment service.

A. O'Connor

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union: United Electrical Radio & Machine Wkrs of America. Local 1150

Affiliated with C. I. O. Address 166 W. Jackson Blvd.

Persons interviewed Irving Krane, Ruth Levitova Staff organizer — Official title Business Representative & Local 1150

W. B. Agent A. O'Connor Date Oct 15-43

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)		No. of women members	
Solar Electric Co	900	1600	700	1200
General Transformer Co	400		350	
Grand Shut Metal Co	300		150	

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)		No. of women employed: Total in plant		No. of women employed: Union members	
Pioneer Gen. E.	750	2140	500	1/2	450	1225
Chinch Mfg. Co.	650		325		325	
Chicago Transformer	650		800		400	
Wilcolo Instrument Co	140		75		50	

Majority of Membership

There are about 15 plants, these are the largest ones.

3. Are specific references made to women in the union contract in regard to wages? Yes X No ___; occupations? Yes ___ No X; seniority? Yes ___ No X; lunch periods? Yes ___ No ___; rest periods? Yes ___ No ___; other conditions? Yes ___ No ___. beginning rates from 50 to 60¢. beginning rates vary in the different plants

Quote such clauses in full, indicating to what extent they are discriminatory.

I was unable to secure more than one copy of agreements.

3.a Will women retain equal seniority with men in the post-war period? Yes X No ___.

In the case of seniority is it limited for women to the war period? Yes ___ No X.

Are they accorded seniority rights only in relation to other women? Yes ___ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?
Training periods vary in the plants from 30 to 60 days-90 days or classified as temporary.

If the contract contains no provision for seniority rights, what practice is followed?

All contracts provide for seniority.

3.b What is the basis of determining "equal" or "comparable" work?
The clause in Wheleo Inst. Co - Article VIII - Section 2. is pretty general in all contracts.

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is follwed in regard to women's wages?
Unable to secure wage rates. However the local policy is to set the rate on the job and not on sex.

4. Does contract provide for job upgrading for women? Yes___ No X.
The contracts do not definitely provide upgrading, however upgrading is general for both men & women.
wage advancement? Yes X No___.

Do existing seniority rules interfere with the upgrading of women? Yes___ No X.

Is it the practice to require promotion through a progression of jobs? Yes X No___.

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes X No___.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No___.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X.
The 30-60-90 day trainee prevails, No. of days varies in the different plants.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.
Article XI - Section 3. of the enclosed agreement. "The provisions of this agreement shall apply alike to men and women". Leave of absence for 1 yr (pregnancy) in some plants

6. Occupations. If contract specifies job rates, attach copy.
The only copy I was able to get is enclosed.

Were any changes in the occupations made in order to adapt the work to women, relating the change to specific occupations? Yes X No___. Describe.
In a few instances, platforms have been built for women who are not tall. Women do lift up to 20-30 lbs. Men usually help to do the lifting for them. Article VIII - Section 2 Now, that may alter their wage rate.

7. Has the local had a case before the WLB? Yes X No___. Was the principle of equal pay involved? Yes X No___. Wat was the ruling?
Local 1150 have many cases before W. L. B. unable to secure data on those cases.

Identify the case by name, number, and date.

Is the ruling now observed? Yes___ No___. If no, explain.
They have had many cases & received rulings. which are now in force.

If there is not complete compliance yet, what action does the union anticipate taking?
all rulings have been complied with. except those cases pending.

8. Activities of women in the union. Attendance at meetings. fair
Shop stewards. yes - Chief Shop Stewards.
Committee members. yes
Officers. yes - Sec. Treas. Trustees.

Do women pay the same dues as men? yes. $1.00 month
2.00 Initiation Fee.

9. Other pertinent information. No Benefits (Sick - death)

10. Suggested follow up
I left my name & add. phone no. and Miss Levitova will call me, when to speak at their meeting. The women seem to be very active as they are in the majority.

~~If t~~
Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.
Firm contracts

United Electrical Radio & Machine Wkrs of America
Local 1150.

General Statement.

Oct 15-43

The begining rates in all plants run 5¢ more per hr for the men. The wage schedule, and job classification are set on jobs and not on sex. Union Contracts have no women rates & mens rates. Seniority is the same. the agreements are worded "Employees." The enclosed agreement Article XI-Section 3. Reads. "Shall apply alike to men & women". Not all plants have 1 yr provisin leave of absence for pregnancy. Women have been working in these plants 6-7 years. Women are doing jobs, cmsidered mens jobs, and receive the rate classification for that job.

Some contracts provide, women shall be given the preference of higher classification jobs, before new help is hired for those jobs. the union in no way hinders women from advancing.

Wome predominate on grievence committees, women membus on negotiating committee. They are all elected. no appointees. There are women in tool room and machine shop but not many.

The unions hope, is to upgrade all the workers to better skill. The unim cnducts shop meetings each month. and general local meeting every 3 months.

Very little night work, only 50-60 % total unim membuship work nights. They have 1 hr lunch period. & receive extra pay.

Every cntract providing for increases and vacatims must go before the W. L. B. and the rulings made have been complied with.

OVER.

The Chicago Transformer Co. sanitary conditions are generally bad. No lockers, no rest rooms, no individual drawers to keep personal belongings in. They have a cafeteria, 30 min. Lunch Hour but entirely too inadequate, no chairs or stools provided, except in cafeteria. A sort of a partition for Outer Garments. During rest periods the women simply hang on one foot so to speak. There are drinking fountains on the floors.

The Solar Electric Co, have a model rest room, & lunch room, it is a newer plant.

There are rest rooms and cafeterias in the larger plants, but not in the smaller ones.

The union urges membership upon employment, or as soon as possible

A. O'Connor

#6

Contract book given

Mrs. Morrison (Angus)

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union Int Un Mine Mill & Smelter Wks — Local 758

Affiliated with C. I. C. (?) — Address 166 W. Jackson Blvd

Persons interviewed A. C. Skinner — Official title Reg Director Int. Union Mine, Mill & Smelters Wks -

W. B. Agent A. O'Connor — Date Oct 5-1943

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)		No. of women members	
Burkhartsmeier Co (Steel Containers)	100		50	
Chicago Foundry (Castings)	120		30	
Fox Mfg. Co (Army cots)	60		40	
Handy Button Co - Uniform Buttons	110	470	60	210
(All Maintenance of membership)				
Belke Mfg Co (Plating Equipment)	80		30	

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)	No. of women employed	
		Total in plant	Union members

3. Are specific references made to women in the union contract in regard to wages? Yes X No __. only in One Contract. Handy Button Co. Other contracts no reference is made.

Occupations? Yes__ No X.

Seniority? Yes__ No X.

Lunch periods? Yes__ No X.

Rest periods? Yes X No (X).

Other conditions? Yes__ No X.

Quote such clauses in full, indicating to what extent they are discriminatory.

none

3a. Will women retain equal seniority with men in the post-war period? Yes X No __.

In the case of seniority is it limited for women to the war period? Yes (?) No X.

Are they accorded seniority rights only in relation to other women? Yes__ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?

equality regardless of sex

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?

Some plants 30 days. others 60 days. increases various in the shops after the 30 day or 60 day period.

If the contract contains no provision for seniority rights, what practice is followed?

Contracts does provide for same seniority rights

3b. What is the basis of determining "equal" or "comparable" work?

subject for collective bargaining finally determine by the Dept Rep. + Co. and if necessary Arbitration. No cases gone to Arbitration.

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?

Contract provids for equal pay -

4. Does contract provide for job upgrading for women? Yes X No___.

Wage advancement? Yes X No___.

Do existing seniority rules interfere with the upgrading of women? Yes___ No X.

Is it the practice to require promotion through a progression of jobs? Yes X No___.

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes___ No___.
In the so called womens depts. all jobs are suitable to women in other depts no.
Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No___. Seniority, plus ability, women do move ahead, when men dont qualify. even with greater seniority
Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.
Rest periods various in the depts - paid for, do not apply to men

6. Occupations. If contract specifies job rates, attach copy.
going thru a process of setting up wage rates
copies not available.
Were any changes in the occupations made in order to adopt the work to women, relating the change to specific occupations? Yes___ No___. Describe.

The moveing of materials, + heavey lifting
the men give them (women) a hand.

7. Has the local had a case before the WLB? Yes___ No___. Was the principle of equal pay involved? Yes___ No X. What was the ruling?

Ruling still pending

Identify the case by name, number, and date.

Dispute Case. Handy Button Case no-111-697D-
" " Chicago Foundry Burkhartmeir Corporage Case no-111-3563HO Agreed case.

Is the ruling now observed? Yes___ No___. If not, explain.

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings. Fair

Shop stewards yes

Committee members yes

Officers on Ex. Bds, Trustee, Rec. Sec.

Do women pay the same dues as men? yes. $1.00 mo.

9. Other pertinent information, union benefits, etc.

Welfare Committee. Unemployed service, placeing members in jobs

10. Suggested follow up

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.

All information from contracts, and some by mutual agreement.

Seniority of all service men, upon re-entering employment, will prevail. Women being employed only within the last year have not accrued as much seniority, as the service men. However women do have the same seniority standing.

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union: Machinists Local 1129 - Acme Lodge — Local 1129

Affiliated with A (formerly A.F.L.) — Address 5424 So. Laflin St

Persons interviewed Peter H. Klomann — Official title Rec. Sec. of Local

He is training within industry, certified by the government. C.R. Wooley Director. Sec-No. 13641 on Certificate.

W. B. Agent — Date Sept 19-43

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)	No. of women members
Acme Steel Co. Plant 2840 Archer Ave.	185	40

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)	No. of women employed	
		Total in plant	Union members
Not Apply			

WOMEN'S BUREAU
SEP 22 1943
DEPARTMENT OF LABOR

3. Are specific references made to women in the union contract in regard to wages? Yes___ No X; occupations? Yes___ No X; seniority? Yes X No___; lunch periods? Yes___ No___; rest periods? Yes X No___; other conditions? Yes___ No___. V in Production division all women 20 min. + pd. for. → 15 min Mon in production maiten + mechanical divisin (all men) 30 min. not pd for 15 " P.M. + pd for

Quote such clauses in full, indicating to what extent they are discriminatory.

rest periods apply to men + women

Will women retain equal seniority with men in the post-war period? Yes X No___.
Co. must notify union B any change in lay offs.
Shop comm handles in conjunction with Co.
In the case of seniority is it limited for women to the war period? Yes___ No X.

Are they accorded seniority rights only in relation to other women? Yes___ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?

none

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights? New Employees are probationary for 60 days, apply to both men + women

If the contract contains no provision for seniority rights, what practice is followed?

Contract provides for seniority for women

What is the basis of determining "equal" or "comparable" work?

women are all doing same work?
Determining them union reputation & Company

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?

Contract provides for equal pay. The women have not acquired the skill to set up the machines, do mechanical repair work on the machines etc. Women run the machines, after they are set up by the men; any break downs, the mechanic men repair the machines.

4. Does contract provide for job upgrading for women? Yes___ No X.
Women are upgraded according to skill + equiv same as men
The most skilled operations require 4 yrs apprentice period
wage advancement? Yes X No___.
according to skill and ability after training period
Do existing seniority rules interfere with the upgrading of women? Yes___ No X.

Is it the practice to require promotion through a progression of jobs? Yes___ No X. If women qualified to a higher skilled job, can skip the lower brackets.
If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes___ No X.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No X.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes X No___.

Some women are mechanically minded & learn readily and press for promotion; majority however learn a particular job and prefer to stay on it.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.

Rest Periods for both men & women of 15 min A.M. 15 min P.M. pd for by Co.

6. Occupations. If contract specifies job rates, attach copy.
no copies available, rates from 90¢ to 1.25 hr for skilled workers.
did not receive the graded rates,

Were any changes in the occupations made in order to adapt the work to women, relating the change to specific occupations? Yes___ No X. Describe.

Lifting devices were in plant prior to women being employed. No changes made because of women employed. Women were hired after Pearl Harbor. The men give any women a lift or a hand so to speak, if she is in a tough spot.

7. Has the local had a case before the WLB? Yes X No ___. Was the principle of equal pay involved? Yes ___ No X. Wat was the ruling?

Case still pending, since Dec 1942-

Identify the case by name, number, and date.

Acme Steel Co. Case No 19 Date Certified Dec-1942

Is the ruling now observed? Yes ___ No ___. If no, explain.

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings. Fair, some attend every meeting.

Shop stewards. } Shop Board composed of 3 men + 1 women and 1 alternate. Vice president of local 1129 is Chairman of Shop committee

Committee members. }

Officers. No

Do women pay the same dues as men? yes. Helps pay 1.00 per mo. dues. Journeyman Mechanics pay 2.00 dues per mo. Women pay same dues, according to Specialist " 1.75 " " " this classification Production Workers " 1.50 " " "

9. Other pertinent information. Women work on all shifts, trainees on day shift. After which are placed on midnight shift 12:00 to 8:00 a.m. When vacancies occur, transfer to better shifts. married women prefer night shifts. can for home and children during day.

Death benefits to family Graduated according to length of membership Same for men & women

10. Suggested follow up Sec. Klomann was very very co-operative and accepted my offer to speak to the local, wanted previous notice of my coming, in order to post notice on their bulletin Bd. This is a new local, organized about 1½ years. so that the men and women organized at the same time.

~~If t~~

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements. Information from local contract

Last Contract negotiated Dec 22-42-

P. 2-3 I was unable to secure copy of agreement, or wage rates.
In reference to lunch periods, Im reporting exactly what he said
They call grievance committee, shop board. There is one women on that board, she certainly would have a voice in determing equal or comparable work. Mr Klomann felt stongly, that when women do equal & comparable, they are entitled to same rate, and the shop board, I would judge can handle the problem with 1 women member.
Women he said have not acquired the skill to set up machines, as yet however they may acquire it. The balance 2 quistions in that paragraph. I did not inquire.

P. 3-4. The 4 yea apprenticeship still prevails, in orde to become an all around mechanic, tool & die maker etc And women as I understand it have not entered as appretices. but I would say in the productine end of it.

P. 3-6- Im very, very, sorry I was unable to secure wage scale.

A. O Conn

Please read I. B. E. W. Local 713, first.

Machinists Local 1129

P. 2 - 3.

Quote clause in contract that makes specific reference to seniority for women.

An unusual situation for women to have a 20-minute lunch period paid for and men a 30-minute period not paid for, or are men in production also limited like the women to 20-minutes paid for?

What is basis for determining "equal" or "comparable" work? Do women have any voice in determining what is equal work?

"Women have not acquired the skill to set up the machines." Why not? Is any provision made to train them for this? Do all men set up their own machines? Does union official know whether unit cost has been increased or decreased by having women as operators? Has production rate for the division been increased or decreased?

P. 3 - 4.

The 4 years apprenticeship training system has been discarded by many firms for the present. How many men in this plant are apprentices on the 4 year basis?

"Women are upgraded according to skill and experience." Is upgrading general for them? Who determines their degree of skill? Are they hired in as apprentices on a four year basis or to get out production on single operations?

P. 3 - 6.

If no extra copy available agent should transcribe wage scale as specified in the contract.

15

Trade Union Policies — Women's Bureau, U. S. Department of Labor

Name of Union United Electrical, Radio & Machine Workers of America — Local 1151

Affiliated with CIO — Address 166 W Jackson, Chicago

Persons interviewed Alice Smith — Official title Field Organizer

W. B. Agent A. O'Connor — Date Oct 4-43

1. List of closed shops in which women belonging to this local are employed.

Plant name	Total no. of members (men and women)	No. of women members

(Maintenance of membership

2. List of shops not closed in which women are employed.

Plant name	Total no. of members (men and women)	No. of women employed	
		Total in plant	Union members
General Electric Service	110	40	35

3. Are specific references made to women in the union contract in regard to wages? Yes___ No___.

Occupations? Yes X No___.

Seniority? Yes___ No___.

Lunch periods? Yes___ No___.

Rest periods? Yes___ No___.

Other conditions? Yes___ No___.

Quote such clauses in full, indicating to what extent they are discriminatory.

(See attached)

3a. Will women retain equal seniority with men in the post-war period? Yes X No___.

In the case of seniority is it limited for women to the war period? Yes___ No X.

Are they accorded seniority rights only in relation to other women? Yes___ No X.

What is the practice in regard to women where seniority rights are accorded within the department without special reference being made to women?

Strict seniority

To what extent are employees classified as "temporary", thus excluding them from seniority rights or limiting their rights?

If the contract contains no provision for seniority rights, what practice is followed?

3b. What is the basis of determining "equal" or "comparable" work?

All jobs are paid rate, with no sex discrimination

If the contract does not provide for equal pay for equal work or specify a definite wage scale, what policy is followed in regard to women's wages?

4. Does contract provide for job upgrading for women? Yes X No___.

Wage advancement? Yes___ No___.

Do existing seniority rules interfere with the upgrading of women? Yes___ No___.

Is it the practice to require promotion through a progression of jobs? Yes___ No X.

If progression or promotion through a series of jobs is the practice, are all the jobs in the series suitable for women? Yes___ No___.

Are women upgraded to jobs which they can fill with greatest efficiency, if this means promotion ahead of a man with greater seniority than she? Yes___ No X.

Is it customary for women to be classed as "trainees" over a long period, and with little chance of promotion to the next higher grade of "helper" or other title? Yes___ No X.

5. If the contract provides special privileges for women such as rest periods, which are not granted men, enumerate them.

6. Occupations. If contract specifies job rates, attach copy.
Assembly, stator winding

Were any changes in the occupations made in order to adopt the work to women, relating the change to specific occupations? Yes___ No X. Describe.

7. Has the local had a case before the WLB? Yes___ No X. Was the principle of equal pay involved? Yes___ No___. What was the ruling?

Identify the case by name, number, and date.

Is the ruling now observed? Yes___ No___. If not, explain.

If there is not complete compliance yet, what action does the union anticipate taking?

8. Activities of women in the union. Attendance at meetings. Fair

Shop stewards ~~None~~ One

Committee members None

Officers None

Do women pay the same dues as men? yes

9. Other pertinent information, union benefits, etc.

10. Suggested follow up

Indicate whether various answers are from basic or local contracts, and supplements, and also dates of contracts and supplements.

National Agreement, April 1943

15

Contract given

Mrs. Morrison (Angus)

1.

11 Contract

U. S. Department of Labor
WOMEN'S BUREAU
Washington

1H2

Agent O'Connor & Bagwell
Date 12-9-'43

Contract attached

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union UFE+MWA Affiliation CIO
2. Local No. 104 Address East Moline, Ill.
3. Name and title of head union official Mr. Arvid Sheets, Pres.
4. Number local union members: total 2475 (approx) Women 375 (approx)
   (a) Kind of workers (check)
   (1) productive ~~only~~ ✓
   (2) clerical
   (3) maintenance ✓

15.2%

5. Union fees and dues:
   (a) Amount:

	Men	Women
(1) Initiation fees	$5.00	$5.00
(2) Union dues (specify period covered)	$1.50 per mo.	$1.50 per mo.
(3) Other		

6. Women's union activities:
   (a) Membership on union committees - specify committee:

Grievance committee

   (b) Union offices - specify office:

— No women in office -

By-laws of union provide that must be member of union 1 year before can hold office. Women have been in union only 7 months

   (c) Attendance at union meetings:

Not very good but women are active in shop

   (d) Other:

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. **General Information** (continued):

B. **War Labor Board case data:**
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title International Harvester Co. and United Farm Equipment & Metal Workers of America - C.I.O. (Consolidated case)
2. Regional WLB case number 111-2193 - case for entire IHC before National Board
3. Date of Regional WLB decision —

4. Type of case: voluntary _____ dispute ✓
5. What does the case involve? Does it involve women especially?
Wage increase (Increase in hiring rates)
Wage allowances (allowance in establishing piece rates to permit operators to keep machine tools clean)
Equal pay for women performing jobs same as those performed by men

6. What was the regional decision?
—

7. Did the union appeal? Yes _____ No _____ On what grounds _____
8. What is the union doing about the case?

I. General Information(continued):

B. War Labor Board case data:
(attach copy of all Regional WLB decisions involving this local and this plant.)

1. Title International Harvester Co., East Moline Works & United Farm Equipment & Metal Workers of America - CIO Local 104

2. Regional WLB case number 111-2789D

3. Date of Regional WLB decision pending

4. Type of case: Voluntary _____ Dispute ✓

5. What does the case involve: Does it involve women especially:

Wage allowances,
" increases in certain job classifications.
Seniority
Guaranteed piece work earnings.

6. What was the regional decision:

No hearing as yet

7. Did the union appeal: yes_____ no_____ On what grounds:_____

8. What is the union doing about the case:

I. General Information (continued): - 4 -

C. Plant union data:

(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:
   (a) Contract furnished by W.B.
   (b) Later contracts or supplementary agreements 5-11-'42 - Duration: - for duration + 7 war ~~+ 6 mo. thereafter~~ + Continuing unless either party requests change
2. Name of plant International Harvester Co.
3. Plant address East Moline Ill
4. Product Agricultural implements & war products for army
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓
6. Number of employees: {Productive & Maintenance} Total 2500 (approx) Women 300-400 (approx)
7. Number of plant union members: Total 2475 " Women 375 "
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? {Allowed & join immediately following employment}
   (b) Method of collection Stewards collect dues
9. Were women employed on production before the war?

No

10. Plant union activities:
   (a) Shop stewards: Number men 74 Number women 6
   (b) Membership on grievance committees Yes — (6 women 5 men)

   (c) Membership on labor management committees Yes _____ No ✓
   Subcommittees: Yes _____ No _____
      (1) Titles of subcommittees on which women serve _____

      (2) Comments on program affecting women: —

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes _____ No ✓

(1) By rate for the job, irrespective of sex: Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes _____ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes _____ No ✓

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes _____ No ✓

If not explain:

No Incremination Clause?

(e) Does contract provide rest periods for women and not for men?

Yes _____ No ✓

(1) If so, are rest periods deducted from pay: Yes _____ No _____

(2) Is there hourly rate differential due to rest periods?

Yes _____ No _____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes _____ No ✓

(b) Are the rates listed by male and female: Yes _____ No ✓

(c) What is the highest job and rate set: Women ~~$1.10 per hour - Welding~~

No definite top rate set for women

Men ~~$1.45 Heat Treat~~

(d) In jobs employing both men and women, are rates the same?

Yes ✓ No _____

? note

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓
   (b) By agreement ✓
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes _____ No ✓
   (b) Men: Yes _____ No ✓
   (c) If difference in practice for men and women, explain:

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No _____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women — no plan

   (b) Training women in new skills — no —
   Women satisfied with earnings on piece work jobs.

5. What is highest paid job and rate at which women are employed? —
   Majority of jobs piece work —
   Highest rate on piece work - $1.10 plus incentive on welding

6. Are any higher paid jobs suitable for women? Yes ✓ No _____

7. Is the lunch period longer for women than for men: yes____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, explain why: _____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes ✓ No _____
   (b) Departmental: Yes ✓ No _____

2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No ✓ Explain: Same provision for all employees

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes _____ No ✓

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No ✓

5. Does contract provide leave of absence for illness or other similar good cause? yes
   (a) Maximum length: — not set definitely

B. Plant Practices:

(2/1)

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes _____ No ✓
   (b) Leave of absence: Yes ✓ No _____
   If yes, what is time limit? 90 days & can be extended beyond this

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date
Mr. Burton C. Foster	International Rep. UJE+MWA—CIO	12-9-'43

Plant Practices:

Name	Position	Date
Mr. Orvid Sheets,	Chairman, Grievance Committee	12-11-'43

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date

No attached material

U. S. Department of Labor
WOMEN'S BUREAU
Washington

2

John Deere Plow

Agent W Conner & Bagwell
Date 12/13

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union UFE&MWA- Affiliation CIO
2. Local No. 150 Address 400-19th, Moline, Ill.
3. Name and title of head union official Mr. Rumsey President
4. Number local union members: total 142 729 women 40
   (a) Kind of workers (check)
   (1) productive only ✓
   (2) clerical
   (3) maintenance ✓

5.5

5. Union fees and dues:

(a) Amount:	Men	Women
(1) Initiation fees	$3.00	$3.00
(2) Union dues (specify period covered)	$1.25 per mo.	$1.25 per mo
(3) Other		

6. Women's union activities:
   (a) Membership on union committees - specify committee:
   Entertainment Committee

   (b) Union offices - specify office:
   Recording Secy.
   Trustee

   (c) Attendance at union meetings:
   Few attend

   (d) Other:

I. General Information (continued):

A. Information concerning Legal Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title John Deere Plow Co. and United Farm Equipment + Metal Workers Union - CIO - Local #150
2. Regional WLB case number 111,2303
3. Date of Regional WLB decision pending

4. Type of case: voluntary ✓ dispute _____
5. What does the case involve? Does it involve women especially?
Approval of union agreement -

6. What was the regional decision? pending

7. Did the union appeal? Yes _____ No _____ On what grounds _____.
8. What is the union doing about the case?

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W.R.)

1. Date and duration of:
   (a) Contract furnished by W.R. —
   (b) Later contracts or supplementary agreements Before WRB for approval
2. Name of plant John Deere Plows Co.
3. Plant address Moline Ill.
4. Product Plows - agricultural implements; small percentage of war work -
5. Kind of contract (check):
   (a) Closed shop —
   (b) Open shop —
   (c) Other: —
      (1) Preferential
      (2) Maintenance of membership
6. Number of employees: Total 1121 Women 80
7. Number of plant union members: Total 729 Women 40
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? {allowed to join immediately on employment
   (b) Method of collection Stewards collect
9. Were women employed on production before the war? Yes

10. Plant union activities:
   (a) Shop stewards: Number men 40 Number women 5
   (b) Membership on grievance committees no
   (c) Membership on labor management committees Yes _____ No _____
   No committee as yet Subcommittees: Yes _____ No _____
      (1) Titles of subcommittees on which women serve _____
      (2) Comments on program affecting women:

II. Wages:

A. Contract Provisions: {Contract pending before WLB / Working under verbal agreement reached 3/19/43

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes _____ No _____

(1) By rate for the job, irrespective of sex: Yes _____ No _____

(2) By equal pay clause: Yes _____ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes _____ No _____

(c) Does it provide same minimum rate for both at end of probation period? Yes _____ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes _____ No _____

If not explain:

(e) Does contract provide rest periods for women and not for men?

Yes _____ No _____

(1) If so, are rest periods deducted from pay: Yes _____ No _____

(2) Is there hourly rate differential due to rest periods?

Yes _____ No _____

2. From job and rate sheets:*

(a) Are the jobs classified by male and female: Yes _____ No _____

(b) Are the rates listed by male and female: Yes _____ No _____

(c) What is the highest job and rate set: Women _____

Men _____

(d) In jobs employing both men and women, are rates the same?

Yes _____ No _____

* not available - may be able to get one later

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓
   (b) By agreement —
   (c) By job evaluation —

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No _____
   (b) Men: Yes _____ No ✓
   (c) If difference in practice for men and women, explain:
   Beginning rates:
   men — 70¢ per hr
   women 60¢ per hr

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No _____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   — no plans —

   (b) Training women in new skills
   — no program

5. What is highest paid job and rate at which women are employed?
   Hourly Rate — Tool grinding — 80¢ per hr.
   Piece work — Milling Machine Operator — 70¢ plus piece work earnings

6. Are any higher paid jobs suitable for women? Yes ✓ No _____

7. Is the lunch period ~~xxxxxxxx~~ longer for women than for men: yes__ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, state why_____

XII. Seniority:

A. Contract Provisions: (Before WLB for approval)

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes _____ No _____
   (b) Departmental: Yes _____ No _____

2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No _____ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No _____
   (b) To the duration only: Yes _____ No _____

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No _____

5. Does contract provide leave of absence for illness or other similar good cause?
   (a) Maximum length:

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes _____ No _____ If not, explain:

—

2. What is plant practice with respect to pregnancy? No policy set
   (a) Discharge: Yes _____ No _____
   (b) Leave of absence: Yes _____ No _____
   If yes, what is time limit?

IV. Persons Interviewed:

On contract data:

Name	Position	Date
Wm. Ramsey	President	12-9-'43

Plant Practices:

Name	Position	Date

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date

3.

1. Comments
2. Agreement

U. S. Department of Labor
WOMEN'S BUREAU
Washington

3

Agent O'Connor ~~Bagwell~~
Date 12-7-43

Contract attached

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union U.T.E & M.W.A. - Affiliation C10
2. Local No. 133 Address 207½ - 18th St. Rock Island, Ill.
3. Name and title of head union official Mr. Smith, Viola, Ill.
4. Number local union members: total ~~340~~ 540 - ~~xxx~~ (Approx) women 300 - ~~xxx~~ (Approx.)
   (a) Kind of workers (check)
      (1) productive only ✓
      (2) clerical
      (3) maintenance ✓

55.6

5. Union fees and dues:

	Men	Women
(a) Amount:		
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.50 per mo.	$1.50 per mo.
(3) Other	—	—

6. Women's union activities:
   (a) Membership on union committees - specify committee:
   Grievance Committee

   (b) Union offices - specify office:
   Recording Secy,
   Financial Secy + Treas.
   Chairman of Grievance Committee

   (c) Attendance at union meetings:
   Fair - but active in plant.

   (d) Other:
   Delegates to City Industrial Union Council

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title Felter Corp. & UFE+MWA, Local 133, Rock Island, Ill.
2. Regional WLB case number 111-710-D + 11-142 C {Consolidated case
3. Date of Regional WLB decision ~~111-710-D~~ ~~Dec. 1, 1942~~ Oct. 1943

4. Type of case: voluntary _____ dispute ✓
5. What does the case involve? Does it involve women especially?
Increase in rates & equal pay for women & elimination of male & female rates -
Equal pay was involved in original case.

6. What was the regional decision?
Refused wage increase
Approved equal pay clause
Approved maintenance of membership
Ordered 55¢ hiring rate for men & women.

7. Did the union appeal? Yes _____ No ✓ On what grounds _____
8. What is the union doing about the case?
Union, company & ordnance representative used Form 10 — voluntary agreement on wages - Proposes 70¢ hiring rate for men & women.

3. General Information (continued):

C. Plant union data:

(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:
   (a) Contract furnished by W.B.
   (b) Later contracts or supplementary agreements July 8, 1942 - 1 year duration & automatic renewal.
2. Name of plant Felted Corp.
3. Plant address Rock Island, Ill.
4. Product Fiber containers for shells
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership — (Not in contract but ordered by W.R.B.
6. Number of employees: Total 500-600 (approx) Women 350-400 (approx)
7. Number of plant union members: Total 340 (340 on roll) Women 300 (")
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? Allowed to join immediately following employment
   (b) Method of collection - Collected by shop stewards.
9. Were women employed on production before the war? No.

10. Plant union activities:
   (a) Shop stewards: Number men 8 Number women 9
   (b) Membership on grievance committees yes

   (c) Membership on labor management committees Yes ✓ No _____
   Subcommittees? NR Yes _____ No _____
      (1) Titles of subcommittees on which women serve —

      (2) Comments on program affecting women: —
      Have not stressed Labor Management Committee work due to lack of co-operation on part of Company.

* In original WLB case equal pay was ordered by the Board

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay:* Yes _____ No ✓ (July 8, '42)

(1) By rate for the job, irrespective of sex: Yes _____ No ✓

(2) By equal pay clause: Yes _____ No ✓

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes _____ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes _____ No ✓

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes _____ No ✓

If not explain:

(e) Does contract provide rest periods for women and not for men?

Yes _____ No ✓

(1) If so, are rest periods deducted from pay: Yes _____ No _____

(2) Is there hourly rate differential due to rest periods?

Yes _____ No ✓

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ✓ No _____

(b) Are the rates listed by male and female: Yes ✓ No _____

(c) What is the highest job and rate set: (On Job + Rate Sheet) Women 65¢ - Semi-Aut. Reamer

Men $1.20 - Machinist A

does not check with Sompl(e)

(d) In jobs employing both men and women, are rates the same?

Yes ✓ No _____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓ — {union may protest & use grievance procedure
   (b) By agreement ✓
   (c) By job evaluation —

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No _____
   (b) Men: Yes _____ No ✓
   (c) If difference in practice for men and women, explain:
   Women's jobs different from men's & rates lower. This will be eliminated if the W.L.B. approves the new wage agreement.

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No _____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   Not necessary - women can perform most jobs.
   (b) Training women in new skills
   not necessary - not much training needed to perform most jobs -

5. What is highest paid job and rate at which women are employed?
   Tube Cutters - 75¢ per hr. (See Contract p 12)
   Women are on 3 jobs listed as Male on Contract

6. Are any higher paid jobs suitable for women? Yes ✓ No _____

7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, why: _____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes ✓ No _____
   (b) Departmental: Yes _____ No _____

2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No ✓ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes _____ No ✓

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No ✓

5. Does contract provide leave of absence for illness or other similar good cause? yes
   (a) Maximum length: 30 days

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes _____ No ✓ If not, explain:

Women have generally an understanding that they will not go on men's jobs if men can be found in plant to do job.
Woman interviewed felt that women were willing, for most part, to stay on women's jobs. II-3 2. opportunity for seniority or

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes _____ No ✓
   (b) Leave of absence: Yes _____ No ✓
   If yes, what is time limit?

IV. **Persons Interviewed:**

On contract date:

Name	Position	Date
Mr. Burton C. Foster,	International Rep. UF E & TaDWA - CIO	12-9-43

Plant Practices:

Name	Position	Date

Women's Union Activities:

Name	Position	Date
Miss Claire De Baker,	Financial Secy. - Treas. Local 133, UF E & TWA	12-8-43

General Union Information:

Name	Position	Date

Mrs. De Baker was very active in the union. She said she had had previous experience in unions. She had been active in an Amalgamated Clothing Workers' Local.

She said that the company was very antagonistic - it is very hard to secure concessions. The male and female rates are to be eliminated in the new contract now pending before WLB.

She said that the women were mostly in agreement about not taking men's jobs away from them

of companies and union for 5 cents an hour increase to all production and maintenance employes and 5 cents an hour increase in hourly earnings of piece work employes.

GENERAL CHEMCIAL CO., East St. Louis, Ill., and Chemical Workers Federal Labor Union 1836, AFL; 200 workers affected. Board decided dispute between parties; denied union's request for general wage increase of 12 cents an hour and for 5 cents an hour premium for second and third shifts; denied union's request for a change in the termination of seniority provision ; denied company's request for change in existing overtime provision and for a change in existing arbitration clause; Board ordered that each partly shall have the right to reopen the issue of wages once during the life of the contract on 30 days written notice; ordered one week's vacation for employes with one year's service and two week s for employes with five or more years service, with provisions as to eligibility for vacations and method of computing vacation pay; ordered standard maintenance of membership, with usual 15-day escape period, and checkoff of union dues by company; ordered changes in grievance procedure; Labor and Industry Members dissented to various sections of order.

#3

FELTEX CORP., Fiber Container Division, Rock Island, Ill., and United Farm Equipment and Metal Workers of America, local 133, CIO; 600 workers affected. In an interim Directove Order, Board ordered that grievance arising out of discharge involved in dispute between parties be submitted to final and binding arbitration, WLB to name arbitrator, if parties unable to agress; Industry members dissented.

6th Reg. WLB Release - 10-23-44

EMPLOYING PRINTING ASSOCIATION OF MILWAUKEE (representing commercial printing plants operating without union contracts), no union involved, 227 workers affected. Board partially approved company's application; modified proposed rate and rate ranges for bindery female learners, male learners, journeymen and journeywomen; approved vacation plan, effective June 20, 1944.

OSCAR MAYER & CO., Madison, Wis., and Amalgamated Meat Cutters and Butcher Workmen of North America, local 538, AFL; 2600 workers affected. Board decided dispute between parties and, with Industry Members dissenting, ordered incorporated in contract between parties a union closed shop clause.

STANDARD FOUNDRY CO., Racine, Wis., and United Automobile Workers, local 60, CIO ;250 workers affected. Board partially approved joint application; approved modified hourly rates for various job classification; approved on increase of 5 cents an hour in hourly earnings of piece workers; apporved night shift premium of 5 cents an hour; ruled that movement within approved ranges shall conform with Amended Ganeral Order 31; since company stated the wage increases would be the basis for an application for price relief, the WLB ruling will not become effective until finally approved by the Office of Economic Stabilization.

41

1. Comments
2. Contract

Union Available

U. S. Department of Labor
WOMEN'S BUREAU
Washington

E.A. O'Connor (4)
Agent M. Bagwell
Date 12-11-'43

Contract attached

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union UAWA-CIO- Affiliation CIO
2. Local No. 81 Address East Moline, Ill.
3. Name and title of head union official Wm. Sam Gogg, President
4. Number local union members: total 435 (approx) Women 135 (approx)
   (a) Kind of workers (check)
   (1) productive only ✓
   (2) clerical
   (3) maintenance ✓

31.0

5. Union fees and dues:
   (a) Amount:

	Men	Women
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.00 per mo.	$1.00 per mo
(3) Other	—	—

6. Women's union activities:
   (a) Membership on union committees - specify committee:

Grievance Committee
Recreation "
Sick "

   (b) Union offices - specify office:

Trustee

   (c) Attendance at union meetings:

Fair — but active in shop

   (d) Other:

—

I. General Information (continued):

A. Information concerning local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data: (Union Wallegable Iron Workers of Deere & Co. East Moline Dep. & (attach copy of all regional WLB decisions involving this local and this plant)

1. Title International Union of Automobile, Aircraft & Agricultural Implement Workers of America, Local 81 — CIO

2. Regional WLB case number 111-2160

3. Date of Regional WLB decision _____

No decision — panel hearing 6 mos. ago.

4. Type of case: voluntary _____ dispute ✓

5. What does the case involve? Does it involve women especially?

Wage adjustments for molders; Time studies; inequalities in pay; Back pay for 1 woman laid off out of seniority line; vacation pay for 1 woman, etc.

6. What was the regional decision? Pending

(Panel hearing - August '43)

7. Did the union appeal? Yes _____ No _____ On what ground _____

8. What is the union doing about the case?

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:
   (a) Contract furnished by W.B.
   (b) Later contracts or supplementary agreements 3/22/43 – 3/10/44 – and continuing unless either parts requests change
2. Name of plant Union Malleable Iron Co. plants on Co.
3. Plant address East Moline, Ill.
4. Product Castings for farm equipment
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓
6. Number of employees: Total 520 Women 150
7. Number of plant union members: Total 435 (approx) Women 135 (approx.)
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? 30 days – but can join immediately upon employment
   (b) Method of collection Stewards collect
9. Were women employed on production before the war?

yes on some jobs – as coremakers, sorters, inspectors, etc.
Have about double pre-war number now

10. Plant union activities:
   (a) Shop stewards: Number men 19 Number women 2
   (b) Membership on grievance committees yes men 5 W 1
   (c) Membership on labor management committees Yes _____ No ✓
   Subcommittees: Yes _____ No _____
   (1) Titles of subcommittees on which women serve _____

   (2) Comments on program affecting women:

(a) Bargaining Committee (see p 31, Contract)

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes ✓ No _____

(1) By rate for the job, irrespective of sex: Yes _____ No ✓

(2) By equal pay clause: Yes ✓ p.2 No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes _____ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes ✓ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men: — Yes _____ No _____

If not explain:

(e) Does contract provide rest periods for women and not for men? Gut does not mention p 32 Yes _____ No ✓

(1) If so, are rest periods deducted from pay: Yes _____ No _____

(2) Is there hourly rate differential due to rest periods? Yes _____ No _____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ✓ (On Day Work Jobs) No ✓ (majority of Piece work jobs)

(b) Are the rates listed by male and female: Yes ✓ " No ✓ (" "

(c) What is the highest job and rate set: Women ~~Drill press operators - 90¢ ph.~~

Men ~~Welder $1.06~~

See contract p 32 Hourly rates ← Day Work {men - Welders $1.22 {women - Inspectors 80¢

Piece Work - no top rate set

(d) In jobs employing both men and women, are rates the same? Yes ✓ No _____

Iron powers

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓
   (b) By agreement ✓
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No _____
   (b) Men: Yes _____ No ✓
   (c) If difference in practice for men and women, explain:
   Women begin at 60¢, chiefly on production work
   Men " at 70¢ as laborers

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No _____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   Not necessary

   (b) Training women in new skills No program —
   Company has tried women on all jobs possible, Training done on the job

5. What is highest paid job and rate at which women are employed?
   Drill press operators - 90¢ per hour
   (Drill & tap)
   { 70¢ base rate / 20¢ bonus / 90¢ p. h. } plus incentive
   { See contract p41 Base + Day Rates }

6. Are any higher paid jobs suitable for women? Yes _____ No ✓
   Company has tried on most jobs possible already -

7. Is the lunch period longer for women than for men: yes _____ no ✓
   (a) If so, is it paid for: for women _____ for men _____
   (b) If longer for women, state why _____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes ✓ No _____
   (b) Departmental: Yes ✓ No _____
   or Dept Job Classification

2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No ✓ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes _____ No ✓

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No ✓

5. Does contract provide leave of absence for illness or other similar good cause? Yes ? p.18 is not an illness provision.
   (a) Maximum length: For brief periods to take care of personal business

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes _____ No ✓
   (b) Leave of absence: Yes _____ No ✓
   If yes, what is time limit?

IV. **Persons Interviewed:**

On contract date:

Name	Position	Date
Mr. Sam Gogg	President	12-11-43

Plant Practices:

Name	Position	Date

Women's Union Activities:

Name	Position	Date
Miss Hazel Woods	Union member	12-11-43

General Union Information:

Name	Position	Date
Mr. La Rue Leonard,	Int. Rep.	12-10-43

Mr. Zogg stated that women were quite active in shop and that they were very quick to take up their complaints through union.

5

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent O'Connor & Bagwell

Date 12-9-43

Trade Union Survey:

Agreement attached

I. General Information:

A. Information concerning Local Union:

1. Name of union UFEMWA (Affiliated workers) Affiliation CIO
2. Local No. 156 Address E. Moline Ill.
3. Name and title of head union official Mr. Thomas Lincoln, Pres.
4. Number local union members: total NR women NR
   (a) Kind of workers (check)
   (1) productive only ____
   (2) clerical ✓
   (3) maintenance ____

NR

5. Union fees and dues:

(a) Amount:	Men	Women
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.50 per mo.	$1.60 per mo.
(3) Other	—	—

6. Women's union activities:
   (a) Membership on union committees - specify committee:
   Grievance Committee
   Labor Management "

(b) Union offices - specify office:
Trustee
Financial Secy.

(c) Attendance at union meetings:
Very good

(d) Other:
— NR

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title International Harvester Co., East Moline Works, and United Farm Equipment Workers of America - CIO - #156
2. Regional WLB case number #4342
3. Date of Regional WLB decision -
4. Type of case: voluntary ____ dispute ✓
5. What does the case involve? Does it involve women especially?

Wage section of contract before WLB for approval - Involves equal pay & elimination of male & female classification of jobs.

6. What was the regional decision?

Pending

7. Did the union appeal? Yes ____ No ____ On what grounds: ____

8. What is the union doing about the case?

I. General Information (continued):

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of:
   (a) Contract furnished by W. B.
   (b) Later contracts or supplementary agreements Nov. 17, 1943-
2. Name of plant International Harvester Co. East Moline Works
3. Plant address East Moline, Ill.
4. Product Agricultural implements; (also army ordnance contract)
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓
6. Number of employees: Total 190 Women 110
7. Number of plant union members: Total ~~no~~ NA Women ~~no~~ NA
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? Immediately upon employment
   (b) Method of collection Stewards collect
9. Were women employed ~~on production~~ in offices before the war?
   No

10. Plant union activities:
   (a) Shop stewards: Number men 7 Number women 2
   (b) Membership on grievance committees yes
   (c) Membership on labor management committees Yes ✓ No
      Subcommittees: Yes No
      (1) Titles of subcommittees on which women serve
      (2) Comments on program affecting women:

II. Wages:

A. Contract Provisions:

1. From the basic contract: Wage Section of contract pending before WLB

(a) Does the contract provide for equal pay: Yes_____ No _____
(1) By rate for the job, irrespective of sex? Yes____ No _____
(2) By equal pay clause: Yes____ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men:
Yes____No _____

(c) Does it provide same minimum rate for both at end of probation period? Yes____ No_____

(d) If contract provides automatic progression policy, is it the same for women as for men? Yes____ No_____
If not explain:

(e) Does contract provide rest periods for women and not for men?
Yes ✓ No_____
(1) If so, are rest periods deducted from pay: Yes___No ✓
(2) Is there hourly rate differential due to rest periods?
Yes____ No ✓

2. From job and rate sheet: (Current sheet now in use not available)

(a) Are the jobs classified by male and female: Yes____No_____
(b) Are the rates listed by male and female: Yes____No_____
(c) What is the highest job and rate set? Women _____
Men _____

(d) In jobs employing both men and women, are rates the same?
Yes_____ No _____

II. **Wages** (continued):

B. **Plant Practices:**

1. How is comparability of work between men and women determined:
   (a) On decision of ~~foreman~~ office manager
   (b) By agreement
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes_____ No_____ ~~~
   (b) Men: Yes_____ No_____
   (c) If difference in practice for men and women, explain:

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes_____ No_____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women

   —

   (b) Training women in new skills

   —

5. What is highest paid job and rate at which women are employed?
   Clerical #310

6. Are any higher paid jobs suitable for women? Yes ✓ No_____

7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. **Seniority:** WLB - disputes pending

A. **Contract Provisions:**

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) ~~Plant~~ Office-wide: Yes ✓ (After 1 year employment - if qualified to do job) No _____
   (b) Departmental: Yes ✓ No _____

2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No ✓ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes _____ No ✓

4. Does contract provide that placement on shifts shall be determined by seniority? Yes ✓ No _____ p. 7

5. Does contract provide leave of absence for illness or other similar good cause? yes
   (a) Maximum length: 12 mos.

B. **Plant Practices:**

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes _____ No ✓
   ~~(b) If yes, what is time limit?~~
   (b) Leave of absence: Yes ✓ No _____
   If Yes, what is time limit? 12 mos.

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date
Mr. Thomas Lincoln	President	12-9-'43

Plant Practices:

Name	Position	Date

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date

6.

1. Comments
2. WLB order of appeal

6

U. S. Department of Labor
WOMEN'S BUREAU
Washington

WOMEN'S BUREAU DEC 20 1943 DEPARTMENT OF LABOR

Agent Bagwell & O'Connor

Date 12-14-43

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union United Electric Radio Wkrs Affiliation C. I. O.
2. Local No. 814 Address 423½-15th St. Moline - Ill
3. Name and title of head union official ~~REX R. WHEELOCK~~ RAY-CARLSON PRES
4. Number local union members: total 450 women 50
   (a) Kind of workers (check)
   (1) productive only ✓
   (2) clerical
   (3) maintenance ✓

450 50 11.1 20.8

5. Union fees and dues:

(a) Amount:	Men	Women
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.00 Mo.	$1.00 mo
(3) Other	—	—

6. Women's union activities:
   (a) Membership on union committees - specify committee: none
   Women employed in plant only about six weeks

   (b) Union offices - specify office:
   ~~None~~ Same union as 8

   (c) Attendance at union meetings:
   Good

   (d) Other:
   no

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title Minneapolis-Moline Power Implement Co. & U.E.R.M.W.A
2. Regional WLB case number 6-6561
3. Date of Regional WLB decision July 30-1943
4. Type of case: voluntary ✓ dispute _____
5. What does the case involve? Does it involve women especially?
Reclassification of all jobs & fixing of rates for each job.
Fixing of minimum rates
Equal pay for comparable work

6. What was the regional decision?
Approval of agreement between both parties as submitted in application of Co & Union. dated Mch 10-43.
Reclassified jobs. Fixed minimum begining rate for all jobs except packaging, at 5¢ under rate of job.
Packaging rate (womens jobs) fixed at 64¢ per h.
(all work except packaging is Piece Work) → see P. 6 item 5.
Ordered Equal pay for comparable work

7. Did the union appeal? Yes _____ No ✓ On what grounds: _____

8. What is the union doing about the case?
Sees that order is carried out in practice

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of: May 27-1942. to Dec. 31-1943
   (a) Contract furnished by W. B. no
   (b) Later contracts or supplementary agreements ——
2. Name of plant Minneapolis Moline Power Implement Co
3. Plant address Moline - Ill
4. Product Farm Equipment, Forgings for Army & Navy
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓
6. Number of employees: Total 450 Women 50
7. Number of plant union members: Total 450 Women 50
8. Arrangement for payment of dues: Allowed to join & pay immediately following employment
   (a) How long employed before allowed or required to join union?
   (b) Method of collection Stewards collect
9. Were women employed on production before the war?
   a few on assembly jobs

10. Plant union activities:
   (a) Shop stewards: Number men 21 Number women 1
   (b) Membership on grievance committees no
   (c) Membership on labor management committees Yes ____ No ✓
   Subcommittees: Yes ____ No ____
      (1) Titles of subcommittees on which women serve ____
      (2) Comments on program affecting women:
   none

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes Back ordered by W.S.B. No ✓
(1) By rate for the job, irrespective of sex? Yes ✓ No
(2) By equal pay clause: — Yes No ✓

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men:
Yes ✓ No

(c) Does it provide same minimum rate for both at end of probation period? Yes ✓ No

(d) If contract provides automatic progression policy, is it the same for women as for men? Yes ✓ No
If not explain:

(e) Does contract provide rest periods for women and not for men?
Yes No ✓
(1) If so, are rest periods deducted from pay: Yes No
(2) Is there hourly rate differential due to rest periods?
Yes No

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes No ✓ {Except packaging which is classified as women's job & all - to women on job}
(b) Are the rates listed by male and female: Yes No ✓ EXCEPTING PACKAGING
(c) What is the highest job and rate set? Women Not Set.
Men Electric Welding 1.80 Pr Hr

(d) In jobs employing both men and women, are rates the same?
Yes ✓ No

II. **Wages** (continued):

B. **Plant Practices:**

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓
   (b) By agreement ✓
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes_____ No ✓
   (b) Men: Yes_____ No ✓
   (c) If difference in practice for men and women, explain:

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes_____ No ✓

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   No program necessary at present, Co. does upgrade women
   (b) Training women in new skills
   no program

5. What is highest paid job and rate at which women are employed?
   Spray Painter Helper $1.07 per hour

6. Are any higher paid jobs suitable for women? Yes ✓ No_____

7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes ✓ No ____ ⟷ (when heavy layoff)
   (b) Departmental: Yes ✓ No ____

2. Does contract distinguish between men and women in regard to seniority?
   Yes ____ No ✓ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes ____ No ✓
   (b) To the duration only: Yes ____ No ✓

4. Does contract provide that placement on shifts shall be determined by seniority? Yes ____ No ✓

5. Does contract provide leave of absence for illness or other similar good cause? no
   (a) Maximum length:

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No ____ If not, explain:

2. What is plant practice with respect to pregnancy? no policy
   (a) Discharge: Yes ____ No ✓
   ~~(b) If so, what is time limit?~~
   (b) Leave of absence: Yes ____ No ✓
   If Yes, what is time limit?

IV. **Persons Interviewed:**

On contract data:

Name REX. R. WHEELOCK Position INT. REP. United Electrical, Radio Wkrs. Date 12-14-43

Plant Practices:

Name RAY. CARLSON Position PRESIDENT of Union Local Date 12-14-43

ANDREW BARBER - DUES-SECY & Member of Grievance Committee

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date

Minn-Moline) #814 #6
& Eagle Signal) #8

Mr. Carlson, President of Union, stated that Minn-Moline Company cooperated very well so that the union did not have the problems there that they have in Eagle Signal plant where company is very antagonistic. In latter plant union has not been able to secure very good contract (does not provide for equal starting rate for men and women; has no maternity leave provisions, etc.)

In Minn-Moline plant have no equal pay clause in contract but do have equal pay provided in contract by rate of job and Company does not violate agreements--also company upgrades women equally with men.

Mr. Wheelock said, when asked about maternity clause in contract, that they had none in Eagle Signal contract but that he was getting "some new ideas" from agents and he wanted to see that this went into new contract which was to be negotiated very soon.

Minneapolis, Moline, Power Implement Co
& U.E.R.M.A- LOCAL 814- C.I.O. Moline-Ill

Seniority Provision in Contract

1. Provide that seniority shall date from 1st day of service

2. Seniority status shall not be acquired until an employee has worked 60 days in a 12 month period, & until seniority status is acquired, an employee may be laid off, transfered or dismissed without cause.

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

MINNEAPOLIS-MOLINE POWER IMPLEMENT CO.
(Moline, Illinois)

and

UREMA

July 30, 1943

Case No. 6-6561

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the agreement between the parties submitted in application of the company dated March 10, 1943.

This Order shall be effective as of January 1, 1943, except that the parties, upon mutual agreement, may select a later effective date.

The parties, by mutual agreement, shall determine whether increases approved in this Order shall be paid to employees whose employment with the company terminated between the effective date of the increase and the date of this Order.

The Board which issued this Order consisted of the following members: John Ray Larkin, Lewis Long, Public Members; Samuel P. Carson, Hopewell L. Rogers, Industry Members; Samuel C. Evett, Rudolph Faupl, Labor Members.

s/ Robert K. Burns, Chairman

MINNEAPOLIS-MOLINE POWER IMPLEMENT CO., Moline, Ill., and United Electrical, Radio, and Machine Workers of America, CIO; 375 workers affected. Board partially approved joint application; approved proposal to adjust piece rates incorrectly set through faulty time study, provided that such adjustments shall be made in accordance with established engineering practices and shall not lead to an appreciable increase in unit labor costs or serve as basis of request for price increases or as basis for request for price increases or as basis for resisting otherwise justifiable price reductions; Board denied request for blanket approval to correct intra-plant inequities in piece rates, with Labor members dissenting; effective Oct. 20, 1944. 6th Reg. WLB. Release - 11/1/44

7.

1. Comments
2. Contract

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent BAGWELL-O'CONNOR

Date 12-10-43

Trade Union Survey:

Contract attached

I. General Information:

A. Information concerning Local Union:

1. Name of union U.A.W.A. Affiliation C.I.O.
2. Local No. 865 Address MOLINE-ILL
3. Name and title of head union official ARCHIE ANDERSON-PRES
4. Number local union members: total 1700 women 260 (APPROX)
   (a) Kind of workers (check)
      (1) productive only ✓
      (2) clerical _____
      (3) maintenance ✓

15.3

5. Union fees and dues:

(a) Amount:	Men	Women
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.00 mo	$1.00 mo
(3) Other		

6. Women's union activities:
   (a) Membership on union committees - specify committee:
   Organization Committee
   Education
   Political Action, & Legislative Committee

   (b) Union offices - specify office:
   none

   (c) Attendance at union meetings:
   Women attend in about same proportion as men, Fair.

   (d) Other:
   ____

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title John Deere Harvester Works & United Automobile Workers of America Local 865 - C.I.O.
2. Regional WLB case number III-1922-D
3. Date of Regional WLB decision Around Nov. 30-1943
4. Type of case: voluntary _____ dispute ✓
5. What does the case involve? Does it involve women especially?
Adjustments of wage rates, on war jobs; transfers; Equal pay for women - job reclassification

6. What was the regional decision?
Panel recommended arbitration. + Arbitrator ruled that women on inspection be paid 85¢ -
Before ruling scale was:

Grade	men	women
1	90¢ (1 lead man)	—
2	85¢ (2 men) ←	—
3	—	70¢

Union & company signed stipulation agreeing to 85¢ for ~~men~~

7. Did the union appeal? Yes _____ No ✓ On what grounds: _____

8. What is the union doing about the case?
Women are now paid 85¢ on this job nothing further needed to be done

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of:
   (a) Contract furnished by W. B.
   (b) Later contracts or supplementary agreements 2-18-43
2. Name of plant JOHN DEERE HARVESTER WORKS
3. Plant address EAST MOLINE ILL
4. Product
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓
6. Number of employees: Total 2043 Women 400
7. Number of plant union members: Total 1700 Women 260 (approx)
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? (Allowed to join immediately upon beginning work in shop)
   (b) Method of collection P.D. to Stewards or Financial Sec.
9. Were women employed on production before the war?
   yes - one department - sewing canvas

10. Plant union activities:
   (a) Shop stewards: Number men 57 Number women 3
   (b) Membership on grievance committees none
   (c) Membership on labor management committees Yes ____ No ✓
   Subcommittees: Yes ____ No ____
      (1) Titles of subcommittees on which women serve ____
      No committee. Company refuses to co-operate
      (2) Comments on program affecting women:
      ____

* Some inequalities in rates have been eliminated by negotiation since contract was signed.

II. **Wages:**

A. **Contract Provisions:**

1. **From the basic contract:**

(a) Does the contract provide for equal pay? * Yes ✓ (on piece Work) No _____

(1) By rate for the job, irrespective of sex? Yes ✓ (on Piece Work) No ✓ (on day work)

(2) By equal pay clause: Yes _____ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men:

Yes ✓ (on Piece Wk) No ✓ (on day work)

(c) Does it provide same minimum rate for both at end of probation period? Yes _____ No ✓

(d) If contract provides automatic progression policy, is it the same for women as for men? Yes _____ No ✓

If not explain:
Women start at lower rate on same jobs

(e) Does contract provide rest periods for women and not for men?

Yes _____ No ✓

(1) If so, are rest periods deducted from pay: Yes _____ No _____

(2) Is there hourly rate differential due to rest periods?

Yes _____ No ✓

2. **From job and rate sheet:**

(a) Are the jobs classified by male and female: Yes ✓ (on beginning day work) No ✓ (on Piece Work)

(b) Are the rates listed by male and female: Yes ✓ (on some day jobs) No ✓ (on pw jobs)

(c) What is the highest job and rate set? Women Not set separately for Women
Men $1.25 per hour

(d) In jobs employing both men and women, are rates the same?

Yes ✓ No _____
(except on beginning rate for day work)

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓ union may protest
   (b) By agreement ✓
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes_____ No ✓
   (b) Men: Yes_____ No ✓
   (c) If difference in practice for men and women, explain:

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes_____ No ✓

4. What is union doing toward upgrading women?
   (a) Adapting the job to women no plan

   (b) Training women in new skills no program

5. What is highest paid job and rate at which women are employed?
   Day work Inspection 90¢ per hr.
   Piece Work Jobs, Air craft Assembly 90¢ per hr. plus incentive
   Some earn 13.00 on 8 hour day.

6. Are any higher paid jobs suitable for women? Yes ✓ No_____

7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes ✓ (If qualified & work available) No _____
   (b) Departmental: Yes ✓ No _____

2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No ✓ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes _____ No ✓

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No ✓

5. Does contract provide leave of absence for illness or other similar good cause? YES
   (a) Maximum length: NOT- DEFINITE.

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes _____ No _____
   ~~(b) If yes, what is time limit?~~
   (b) Leave of absence: Yes ✓ No _____
   If Yes, what is time limit? Not definite but insufficient lenght of time to cover pregnancy

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date
MR. LA. RUE. LEONARD -	Intunational Representative	12-10-43

Plant Practices:

Name	Position	Date
MR. ARCHIE. ANDERSON ·	PRESIDENT.	12-10-43

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date

Both Mr Lenard and
Mr Anderson were very co-operative
and there attitude toward women
very good.
A few Women were employed
sewing canvas. before the war.

Women entered the plant in
large numbers after the war, and
they are doing a good job, even
a better job on inspection than
the men ever did.

Mr Anderson said the
the piece work & incentive rate
on inspection have been over-
looked by the Co. that is the
reason for the high earning
rate of those women; and also
the women are working
faster, in fact they are more
adaptable.

8.

1. Comments
2. Agreement
Schedule A

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent BAGWELL-O'CONNOR

Date 12/14/43

Same union as 6

Aguement attached

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union U.E.R.M.W.A. Affiliation C.I.O.
2. Local No. 814 Address 423½-15th St-Moline-Ill
3. Name and title of head union official RAY-CARLSON- PRES
4. Number local union members: total 140 women 73
   (a) Kind of workers (check)
   (1) productive only ✓
   (2) clerical _____
   (3) maintenance ✓

52.1

5. Union fees and dues:

(a) Amount:	Men	Women
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.00 mo	$1.00 mo
(3) Other		

6. Women's union activities:
   (a) Membership on union committees - specify committee:
   middle on plant - Bargaining Comm.

   (b) Union offices - specify office:
   ✓ Recording Secretary

   (c) Attendance at union meetings:
   Fair

   Can invoke Equal Pay Clause and Contract if Inc. not already had Same.

   (d) Other:
   —

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title Eagle Signal Corp. Moline Ill. & U.E.R.M.W.A. C.I.O. Local 814
2. Regional WLB case number 6-16,306
3. Date of Regional WLB decision Nov 11-43
4. Type of case: voluntary ✓ dispute _____
5. What does the case involve? Does it involve women especially?

4 Hours pay for reporting to work.
45¢ minimum beginning & learners rate, 50¢ begining Base rate in Production jobs
Equalization of wage & salary rates paid to females, with rates paid to men for comparable quanity, & quality of work on same or similar operation.
Double time pay for work over 12 hours in one day.

6. What was the regional decision?
Rate wages for diffrent job classifications
Vacation pay.
Individual wage adjustments

Approved the application of the parties as listed above.

7. Did the union appeal? Yes _____ No ✓ On what grounds: _____

8. What is the union doing about the case?
Union sees to it that equal pay order is in effect.

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of:
   (a) Contract furnished by W. B.
   (b) Later contracts or supplementary agreements June 29-43 - Entered into April 12 1943
2. Name of plant Eagle Signal Corp.
3. Plant address Moline - Ill
4. Product Bomb sight units for airplanes, teletype parts; timers (100% War work)
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓
6. Number of employees: Total 175 Women 80
7. Number of plant union members: Total 140 Women 73
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? allowed to join + pay dues immediately upon employment
   (b) Method of collection Check Off - after 60 day. Employment
9. Were women employed on production before the war?
   Few on assembly jobs

10. Plant union activities:
   (a) Shop stewards: Number men 5 Number women 0
   (b) Membership on grievance committees none as yet
   (c) Membership on labor management committees Yes ____ No ✓
   Subcommittees: Yes ____ No ____
   (1) Titles of subcommittees on which women serve ____
   No Comm. Company refuse to co-operate on Labor Managment Comm

Women were on Wartime Committee

   (2) Comments on program affecting women:
   No Program

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes ✓ No _____

(1) By rate for the job, irrespective of sex? Yes ✓ No _____

(2) By equal pay clause: Yes ✓ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men:

Yes ___ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes ✓ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men? Yes ___ No ✓

If not explain:

(e) Does contract provide rest periods for women and not for men?

Yes ___ No ✓

(1) If so, are rest periods deducted from pay: Yes ___ No _____

(2) Is there hourly rate differential due to rest periods?

Yes ___ No _____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ___ No ✓

(b) Are the rates listed by male and female: Yes ___ No ✓

(c) What is the highest job and rate set? Women NO-TOP-RATE-SET.

Men Tool & Die Maker B 1.25 Ch. Hr

(d) In jobs employing both men and women, are rates the same?

Yes ✓ No _____

II. **Wages** (continued):

B. **Plant Practices:**

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓
   (b) By agreement
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No_____
   (b) Men: Yes_____ No ✓
   (c) If difference in practice for men and women, explain:
   Minimum learners rate 45¢ per hr. Women are willing to begin at 45¢ but men demand more. Men begin at 65¢ per hr. because they cannot be hired for less.

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No_____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women Not necessary. Women can perform jobs
   Union Pressing Co. to upgrade women, but unsuccessful so far
   (b) Training women in new skills
   Training is done "on the job" by foremen

5. What is highest paid job and rate at which women are employed?
   Sub. Junior Machine Operator 65¢ per hr.

6. Are any higher paid jobs suitable for women? Yes ✓ No_____

7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes_____ No _____
   (b) Departmental: Yes ✓ No _____
2. Does contract distinguish between men and women in regard to seniority?
   Yes_____ No ✓ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes_____ No ✓
4. Does contract provide that placement on shifts shall be determined by seniority? Yes_____ No ✓
5. Does contract provide leave of absence for illness or other similar good cause? no
   (a) Maximum length: —

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes_____ No ✓
   (b) Leave of absence: Yes_____ No ✓
   If Yes, what is time limit?

No policy set. A few cases have arisen & the women quitt.

IV. **Persons Interviewed:**

On contract data:

Name REX. R. WHEELOCK Position Int. Representative U.E.R.M.W.A. Date 12-14-43

Plant Practices:

Name RAY. CARLSON Position . PRESIDENT Date 12.14.43

Women's Union Activities:

Name Position Date

General Union Information:

Name Position Date

Minn-Moline) #814 #6
& Eagle Signal) #8

Mr. Carlson, President of union, stated that Minn-Moline Company cooperated very well so that the union did not have the problems there that they have in Eagle Signal plant where company is very antagonistic. In latter plant union has not been able to secure very good contract (does not provide for equal starting rate for men and women; has no maternity leave provisions, etc.)

In Minn-Moline plant have no equal pay clause in contract but do have equal pay provided in contract by rate of job & Company does not violate agreements - also company upgrades women equally with men.

Mr. Wheelock said, when asked about maternity clause in contract, that they had none in Eagle Signal contract but that he was getting "some new ideas" from agents and he wanted to see that this went into new contract which was to be negotiated very soon

9,

Agreement

U. S. Department of Labor
WOMEN'S BUREAU
Washington

D.J. Case 9c

Agent O'Connor & Bagwell

Date 12-13-43

Trade Union Survey:

agreement attached

I. General Information:

A. Information concerning Local Union:

1. Name of union UAWA — Affiliation CIO
2. Local No. 806 Address 513-17th St. Rock Island Ill.
3. Name and title of head union official Allen Lindsay, Pres.
4. Number local union members: total 950 (approx) women 100 (approx)
   (a) Kind of workers (check)
      (1) productive only ✓
      (2) clerical ____
      (3) maintenance ✓

10.5

5. Union fees and dues:
   (a) Amount:

	Men	Women
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
(3) Other	—	—

6. Women's union activities:
   (a) Membership on union committees - specify committee:

no women on committee
(Union is weak due to company's failure to obey order of N.L.R.B. Long delay has led workers to believe contract is not in effect so women are not active & most won't join union)

   (b) Union offices - specify office:

None

   (c) Attendance at union meetings:

Not very good

   (d) Other:

—

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title J.I. Case Co., Rock Island Works and United Automobile, Aircraft & Agricultural Implement Workers of America
2. Regional WLB case number ✓
3. Date of Regional WLB decision 4-4-'43 - Appeals Dec 44
4. Type of case: voluntary _____ dispute ✓
5. What does the case involve? Does it involve women especially?

Application of cost of living bonus to daily;
Adjustment of wage rates for aircraft department;
Maintenance of membership;
individual Contracts;
approval of contract (contains equal pay clause)

6. What was the regional decision?

Ordered abolishing of cost of living bonus as such and increase in regular day & piece work rates;
Approved contract;
Ordered discontinuance of individual Contracts;

7. Did the union appeal? Yes ✓ No _____ On what grounds: _____

Refusal of company to carry out rulings on certain phases of W.L.B., including, Maintenance of membership, individual contracts; & equal pay in aircraft department where inexperienced women are paid lower beginning rates.

8. What is the union doing about the case?

Waiting for further ruling by W.L.B. -
Men on grievance committee & shop Stewards have not pressed for equal pay for women on some jobs in aircraft dept. Rosie Magia reported that women on assembly jobs were getting top rate of 88¢ but men doing same jobs get 95¢. Men, she said, do not want women to get as much as they themselves get.
(Aircraft department is now being discontinued)

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of:
   (a) Contract furnished by W. B.
   (b) Later contracts or supplementary agreements Apr. 29, 1943 – Apr. 28, 1944
2. Name of plant J. I. Case, Rock Island Works
3. Plant address Rock Island Ill.
4. Product Tractors, farm implements; aircraft wings (Aircraft department being discontinued)
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓ (In dispute)

   400 before began to cut in aircraft dept.
6. Number of employees: Total 1100 Women 250 – 300 (approx)
7. Number of plant union members: Total 925 (approx) Women 100 (approx)
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? Union solicits membership immediately upon employment; dues collected after 15 days.
   (b) Method of collection Stewards collect dues.
9. Were women employed on production before the war?

   Yes

10. Plant union activities:
   (a) Shop stewards: Number men 22 Number women 4
   (b) Membership on grievance committees none

   (c) Membership on labor management committees Yes_____ No_____
   Up committee – Company refuses to cooperate
   Subcommittees: Yes_____ No_____
   (1) Titles of subcommittees on which women serve_____

   (2) Comments on program affecting women:

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes ✓ No _____
(1) By rate for the job, irrespective of sex? Yes ✓ No _____
(2) By equal pay clause: Yes ✓ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men:
Yes ___ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes ✓ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men? Yes ___ No ✓
If not explain:

(e) Does contract provide rest periods for women and not for men?
Yes ___ No ✓
(1) If so, are rest periods deducted from pay: Yes ___ No _____
(2) Is there hourly rate differential due to rest periods?
Yes ___ No _____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ___ No ✓
(b) Are the rates listed by male and female: Yes ___ No ✓
(c) What is the highest job and rate set? Women No definite limit set
Men Electricians & maintenance labor - $1.15 per hr.

(d) In jobs employing both men and women, are rates the same?
Yes ✓ No _____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓
   (b) By agreement
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No _____
   (b) Men: Yes _____ No ✓
   (c) If difference in practice for men and women, explain: Unexplained
   Men start at 5¢ less than rate of job &
   Women " " 10¢ " " " " "
   Union contended that equal pay clause in contract applies but has failed to get these rates equalized

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No _____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   No plan — Company does not cooperate so union could do little.
   (b) Training women in new skills
   No plan

Rosie the Riveter" Said the men did not want the women to get much else

5. What is highest paid job and rate at which women are employed?
   Lathe operator - 95¢ per hour plus incentive
   Top rate for women in aircraft dept. is 88¢ per hour

6. Are any higher paid jobs suitable for women? Yes ✓ No _____

7. Is the lunch period longer for women than for men: yes _____ no ✓
   (a) If so, is it paid for: for women _____ for men _____
   (b) If longer for women, give reason _____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman ✓
   (b) By agreement
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No_____
   (b) Men: Yes_____ No ✓
   (c) If difference in practice for men and women, explain: Inexperienced Men start at 5¢ less than rate of job & Women " " 10¢ " " " " " " Union contended that equal pay clause in contract applies but has failed to get these rates equalized

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No_____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   No plan — Company does not cooperate so union could do little.
   (b) Training women in new skills
   No plan

Rosie the Riveter" said the men did the plant the women to get as much as they did.

5. What is highest paid job and rate at which women are employed?
   Lathe operator - 95¢ per hour plus incentive
   ← Top rate for women in aircraft dept. is 88¢ per hour

6. Are any higher paid jobs suitable for women? Yes ✓ No_____

7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes_____ No _____
   (b) Departmental: Yes ✓ No _____
2. Does contract distinguish between men and women in regard to seniority?
   Yes_____ No ✓ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes_____ No ✓
4. Does contract provide that placement on shifts shall be determined by seniority? Yes_____ No ✓
5. Does contract provide leave of absence for illness or other similar good cause? Yes
   (a) Maximum length:

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:

2. What is plant practice with respect to pregnancy? No policy set
   (a) Discharge: Yes_____ No ✓
   ~~(b) If yes, what is the limit?~~
   (b) Leave of absence: Yes_____ No ✓
   If Yes, what is time limit?

3R

IV. Persons Interviewed:

On contract data:

Name	Position	Date
Mr. Allen Lindsay,	Pres.	12-13-'43

Plant Practices:

Name	Position	Date
Mr. Fred Kirk	Shop Steward Underline Shop	12-13-'43
Mr. James Lockwood -	Shop Steward Tractor Test Dept.	" "

Women's Union Activities:

Name	Position	Date
Miss Rosie Magri	Shop Steward Aircraft Dept.	12-15-'43

General Union Information:

Name	Position	Date

BENJAMIN ELECTRIC MANUFACTURING CO., Des Palines, Ill., and United Electrical, Radio and Machine Workers of America, local 1150, CIO; 296 workers affected. Board approved agreement of parties reached before WLB Disputes Panel and directed the agreement be put into effect; agreement provides increases in base rates which amount to overall increase of 10.3 cents an hour; 50 cents hiring rate for men and 45 cents for women with 5 cent increases after 30 days; time and half after 8 hours day or 40 hours week, on sixth and seventh day and on six holidays; call-in pay; equal pay for equal work; average earned rate on temporary transfers; payment for non-production time; general increase retroactive to July 1, 1943; hiring-in rates, temporary transfers and non-production time effective August 3, 1944, and balance of contract effective August 10, 1944.

#9

J. I. CASE CO., AIRCRAFT DIVISION, Rock Island, Ill., and International Union, United Automboile, Aircraft, and Agricultural Implement Workers of America, local 806, CIO; 500 workers affected. Board decided dispute between parties; ordered rates in Aircraft Division increased 10 cents an hour; ordered that employes in a D classification or helpers in a classification where a D classification exists, shall receive C classification rates plus the 10 cents an hour increase; the rates ordered to apply solely to the Aircraft Division and are not to be used as a basis for contention of intra-plant inequities elsewhere in the company; wage increases to be effective for the period from May 7, 1943, to the cessation of operations of the Aircraft Division in January, 1944. Industry members dissented with respect to wage increases and retroactivity. 6th Reg. WLB - 11/1/44

MT. VERNON GARMENT CO., Mt. Vernon, Ill., and International Ladies Garment Workers, local 372;330 workers affected. Board partially approved adjustments proposed in joint application; approved minimum hourly wage scale; approved an increase of 5 cents an hour to all time workers whose rates are less than 90 cents an hour except that in Pattern Grader and Cutter classifications an increase of 7½ cents an hour is approved; approved two weeks vacation for all employes with 5 or more years continuous service with vacation pay computed on basis set forth in contract of Dec. 17, 1942; approved group insurance and hospitalization plan; denied proposed minimum guaranteed earnings of 60 cents an hour in piece work departments; ruling effective Dec. 20, 1943, but since requested wage adjustments will service as basis for request for increases in ceiling prices, they shall not become effective until approved by Director of Exonomic Stabilization.

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10.

1. WLB order of approval
2. WLB Report on Decision
3. WLB Appeal Memorandum
4. Dept. of Contract
5. Agents note
6. Agreement
7. Comments

U. S. Department of Labor
WOMEN'S BUREAU
Washington

10 V

Agent O'Connor & Bagwell

Date 12-21-'43

Agreement + Digest of Contract attached

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union U.A.W.A. - Affiliation C.I.O.
2. Local No. 992 Address 1800 S. Sheridan Rd. North Chicago, Ill
3. Name and title of head union official John Novak, Pres.
4. Number local union members: total 325 women 135 (approx)
   (a) Kind of workers (check)
      (1) productive only ✓
      (2) clerical
      (3) maintenance ✓

41.5

5. Union fees and dues:

(a) Amount:	Men	Women
(1) Initiation fees	$15.00	$15.00
(2) Union dues (specify period covered)	$1.00 per mo	$1.00 per mo.
(3) Other	—	—

6. Women's union activities:
   (a) Membership on union committees - specify committee:
   Bargaining & Grievance Committee
   Entertainment Committee
   Special committees - Community Check, etc.
   (b) Union offices - specify office:
   None
   (c) Attendance at union meetings:
   Attendance at meetings required - Fine if 50¢ if fail to attend single meeting; $5.00 if " " " 3 meetings.
   (d) Other:
   —

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

Mr. Novak stated that the reason for the female classification was that women could be placed in easier jobs and if these jobs were "women's jobs" the men could not take advantage of their seniority & "bump" the women off.

Mrs. Jalanovski & Miss Nelson stated that there was no discrimination against the women in the Oakes plant. Where there are male & female classifications the jobs are different. Women are on a few jobs not classified as male & female and on these they get the same rates as the men (Furnace operators) They said that the women were very articulate in demanding what they were entitled to and that the men in the union co-operated very well with them.

It seems that the women have not, however, made demands for many of the jobs outside of female classifications and there has been not enough of a shortage of labor to necessitate putting them on these jobs.

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title Dakin Products Division of Houdaille Hershey Corp. (North Chicago, Ill.) & UAW-CIO, Local 992
2. Regional WLB case number 6-13560
3. Date of Regional WLB decision 10-6-'43
4. Type of case: voluntary ✓ dispute ____
5. a. What does the case involve? b. Does it involve women especially?

a. Increase in minimum rates and adjustment of other wage rates;
b. Yes - approval of male & female classification of jobs and a differential in the starting rate and base rates for men and women

6. What was the regional decision?

Partially approves agreement as submitted in application of Company as follows: Establishes rates and certain male job classifications; Approves rate of 57½¢ for women and 72½¢ for men; Approves differential in base rates for men & women as set forth in the union agreement; Disapproves increase of minimum rates to 60¢ for women & 80¢ per hour

Minimum rate for production jobs

7. Did the union appeal? Yes ____ No ✓ On what grounds: ____

8. What is the union doing about the case?

Union has no difficulty as company carries out order of Board.

I. General Information (continued): - 4 -

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of:
   (a) Contract furnished by W. B. June 17, '43, continuing until either party requests change
   (b) ~~Later~~ Contracts or supplementary agreements 2/2/42 to 2/2/43 (copy attached) " " " " " "
2. Name of plant Oakes Products Division of Vandalia Hershey Corp
3. Plant address North Chicago, Ill.
4. Product Metal parts for tanks & other motor vehicles
5. Kind of contract (check):
   (a) Closed shop
   (b) Open shop ✓
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership ✓ - by "consent" of company
6. Number of employees: Total 325 Women 135 (approx)
7. Number of plant union members: Total 325 Women " "
8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? 30 days (1st permit good for 30 days)
   (b) Method of collection Stewards collect
9. Were women employed on production before the war?
   Yes - about 25% women in normal times

10. Plant union activities:
   (a) Shop stewards: Number men 12 Number women 0
   (b) Membership on grievance committees
   Yes - 2 women
   (c) Membership on labor management committees Yes____ No____
   No L.M. Com. - Some of problems taken care of by Grievance Com.
   Subcommittees: Yes____ No____
   (1) Titles of subcommittees on which women serve____

   —

   (2) Comments on program affecting women:

   —

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes_____ No ✓

(1) By rate for the job, irrespective of sex? Yes___ No ✓

(2) By equal pay clause: Yes___ No ✓

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men:

Yes___ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes___ No ✓

(d) If contract provides automatic progression policy, is it the same for women as for men? None provided in Contract. Yes — No —

If not explain:

(e) Does contract provide rest periods for women and not for men?

Yes___ No ✓

(1) If so, are rest periods deducted from pay: Yes___ No_____

(2) Is there hourly rate differential due to rest periods?

Yes___ No _____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ✓ No_____

(b) Are the rates listed by male and female: Yes ✓ No ~~Base Rate + plus incentive~~

(c) What is the highest job and rate set? Women ~~Base Rate .67½ Production jobs Day a — 87½¢~~

Men ~~Base Rate $1.00 plus incentive~~ Toolmaker Day Rate $1.45 die maker

(d) In jobs employing both men and women, are rates the same?

Yes ✓ No _____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman
   (b) By agreement ✓
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes ✓ No_____
   (b) Men: Yes_____ No ✓
   (c) If difference in practice for men and women, explain:
   In practice women are hired at 50¢ per hour and men for 60¢ & 72½¢."
   " - These starting rates are sometimes raised in a few days. Only a few men can be hired at 60¢.

refers to men & women

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes ✓ No_____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women Company & union have agreed plan for upgrading employees - Shop committee submits names of employees desiring jobs. Seniority & qualifications are factors ("Contract" attached)
   (b) Training women in new skills
   No program

5. What is highest paid job and rate at which women are employed?
   Day work — $1.10 per hr.-feeding furnaces
   Piece " - 65¢ plus incentive (average earnings $1.15)-punch press operator

Not set on Job & Rate sheet but women work on this job

6. Are any higher paid jobs suitable for women? Yes ✓ No_____
   Mrs Jalagowski stated that women were not interested in jobs that paid more than production jobs as work was harder - also many women come from country & never worked before so feel that they make quite a lot -
7. Is the lunch period longer for women than for men: yes_____ no ✓
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes ✓ No _____
   (b) Departmental: Yes ✓ No _____
2. Does contract distinguish between men and women in regard to seniority?
   Yes _____ No ✓ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes _____ No ✓
   (b) To the duration only: Yes _____ No ✓
4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No ✓
5. Does contract provide leave of absence for illness or other similar good cause? yes
   (a) Maximum length: 1 year

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes _____ No ✓
   ~~(b) If Yes, what is time limit?~~
   (b) Leave of absence: Yes ✓ No _____
   If Yes, what is time limit?
   1 year

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date
Mr. John Nocak	President	12-20-'43

Plant Practices:

Name	Position	Date
Mary		

Women's Union Activities:

Name	Position	Date
Mrs. Mary Jalanowski,	union member	12-21-43
Miss Alice Nelson,	"	"

General Union Information:

Name	Position	Date

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

October 6, 1943

OAKES PRODUCTS DIVISION OF
HOUDAILLE HERSHEY CORPORATION
(North Chicago, Illinois)

Case No. 6-13,580

and

U. A. W. - C. I. O., Local 992

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 3, 1942, and the Executive Orders and Regulations issued thereunder, hereby partially approves the agreement between the parties submitted in application of the company dated June 29, 1943, as follows:

Occupation	Approved Rates
Janitors-hauling, washing mch. op.	.725
Floor sander-maintenance & washing machine operator	.60 - .75
Scraphaulers-washing mch. oper.	.60 - .75
Scrap shear op	.725- .80
Washing machine operators	.725- .80

This Order shall be effective as of the dates requested in the application.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS (dissenting)
s/ Robert K. Burns	s/ James B. Beardsley	s/ Samuel Levin
s/ Horace M. Gray	s/ W. Homer Harts	s/ Rudolph Faupl

NATIONAL WAR LABOR BOARD
228 West Adams Street
Chicago, 6 Illinois
Region VI

REPORT ON DECISION

DATE: July 29, 1943

CASE NO: 6-13560

CASE NAME & LOCATION: Cakes Products Division of Houdaille Hershey Corporation North Chicago, Illinois

PRICE RELIEF SOUGHT: None

TYPE OF WORK OR PRODUCT: Manufacture of metal parts for tanks and other military vehicles.

TYPE OF APPLICATION: Agreement between employer and labor organization.

UNION INVOLVED: United Automobile Workers, Local #992

NO. EMPLOYED: 471

NO. AFFECTED: 173

EFFECTIVE DATE: Minimum rates to be increased as of June 17, 1943.

All other increases to be given upon approval of the schedule.

A. PROPOSED ADJUSTMENT

The increases proposed are given in the following table.

Dep't.	Occupation	Present Range	Proposed Range	Stabilizedd Rate	Range around Stabilized Rate	Sym-bol	Approved Rates
Inspection	layout	.725-1.05	.80-1.15				.80-1.15
	floor	.725- .90	.80-1.05	1.00	.90-1.10	T*	.80-1.05
	parts (female)	.575-. 65	.80- .90	.65	.59- .72	T*	.80- .75
	salvage	.725- .85	.80-1.00				.80-1.00
	receiving	.725- .90	.80-1.15				.80-1.15
Maintenance	Janiter	.725	.80-.85	.60	.50-.65	F*	.725
	floor sander	.725	.80-.90				.725
	scrap hauler	.725	.80-.85	.60	.50-.65	F*	.725
	scrap shear op.	.725-.75	.80-.90				.725-.75
	millwright	.725-1.10	.80-1.25	1.10	1.00-1.20	T*	.80-1.20
	carpenter	.725-.90	.80-1.10	1.10	.90-1.10	T*	.80-1.10
	machinist	.725-1.10	.90-1.30	1.25	1.15-1.35	T*	.90-1.30
	general maintenance	.725- .90	.80-1.00				.80-1.00
	electrician 1st class	.725-1.25	.80-1.30	1.15	1.05-1.25	T*	.80-1.25
	electrician 2nd class	.625- .95	.80-1.00	1.05	.90-1.15	T*	.80-1.00
	fireman	.725- .85	.80-1.10	1.05	.95-1.15	T*	.80-1.10
	pipe fitter	.725- .85	.80-1.10				.80-1.10
	safety maintenance	.725- .85	.80-1.10				.80-1.10
	welder	.725-1.05	.80-1.25				.80-1.25
	bricklayer	.625- .90	.80-1.10				.80-1.10
	oiler	.725- .90	.90- .90				.80- .90

Dept.	Occupation	Present Rates	Proposed Rates	Stabilized Rate	Range around Stabilized Rate	Symbol	Approved Rates
Setup	machine setup	.725-1.05	.80-1.25				.80-1.25
	press "	.725-1.05	.80-1.25				.80-1.25
Experimental							
	Exp. tool & die maker	.725-1.40	.80-1.45	1.45	1.35-1.45	T*	.80-1.45
	apprentice (start)	.50	.60				.60
Trucking							
	truckers	.725- .80	.80- .90				.725-.80
Stores	chief store-keeper	.725-1.10	.80-1.10	.95	.85-1.05	T*	.80-1.05
	storekeeper	.725- .80	.80- .90	.80	.72- .88	T*	.80- .90
Tool Room	tool & die leader	-	1.05-1.60		max. 1.70(1)	T*	1.05-1.60
	" " maker	.725-1.45	1.00-1.45	1.45	1.35-1.55	T*	1.00-1.45
	keller oper.	.725-1.20	.95-1.35				.95-1.35
	machinist	.725-1.10	.90-1.30	1.25	1.15-1.35	T*	.90-1.30
	apprentice	.50	.60				.60
	die storage	.725-1.00	.80-1.10				.80-1.10
	tool grinder	.725- .90	.80-1.10	1.00	.90-1.10	T*	.80-1.10
Production							
	wash machine op.	.725- .75	.80- .90	.80	.80- .85	F*	.725-.75
	ring " "	.725- .85	.80- .90				.725-.85
	product repair	.725- .80	.80- .90				.725-.80
	furnace oper.	.725	.80-1.25	.70	.60- .80	T**	.725-.80
	" helper	.725	.80-1.15	.60	.80- .65	F*	.725

A new minimum rate of $.65 to female employees and $.80 to all male employees is requested.

(1) Die Leader maximum rate given in "Recommended Maximum Rates in Chicago Production Shops".

B. APPLICATION OF STABILIZATION PRINCIPLES:

1. Interplant Inequities-

Stabilized rates and knowledge of rates paid layout and floor inspection indicate that the increases proposed can be allowed. Since salvage and receiving inspection rates are now similar, the indication is that the rates proposed here could also be approved. The Parts Inspection Female Classification shows a large increase for 61% of the inspection department. There should be some limitation in the range granted this classification.

In the Maintenance department the Janitor, Floor Sander, Scrap Hauler and Scrap Shear Operator are doing common labor work. Since the rate now paid for exceeds the common labor stabilized rate, no increases can be given to these classifications. The Millwright, Carpenter, Machinist, General Maintenance, 1st and 2nd Electricians and Firemen can receive increases in line with the stabilized rates for these jobs. In some cases the proposals must be modified. The remaining 5 classifications in the Maintenance department can be increased in line with the above rates applicable to related job classifications. Since 1941 the rates paid all but the common laborers in this department have been similar, this approval would be retaining a differential which has existed for some time. In 1941, as at present, the rates paid the common laborers (first 4 classifications) were considerably lower.

As a matter of past and present practice the rates can be approved for the Setup department. Increases can be given to the Experimental, Stores & Tool Room department in line with stabilized rates.

The Truckers and Production employees are common laborers performing simple processes classified as laborer positions in the occupational dictionary. In these two groups increase can be granted to only the Furnace Operators.

The starting rates proposed of $.65 for women and $.80 for men cannot be approved generally. They are high and should be limited to the rate allowable to the various classifications.

2. Intraplant Inequities

As a result increases can be allowed to the skilled and higher paid employees while no increases can be given to the common laborers, the lower paid employees. Since the low paid represents 80% of the employees covered by the request, it is not possible to raise such a large group on intraplant grounds. The distinction between the rates paid the two groups is so sharp, the lower paid cannot receive increases while those earning more money are paid less for their high-priced skills.

3. Maladjustments

Since January, 1941, the common labor group has received a 40% increase. The higher paid employees have received a 26.6% increase over 1941 rates.

C. DECISION:

The rates appearing in "Approved Rates" column of table given under "A" are approved. Disapproval of the starting rate to women employees of $.65 and to male employees of $.80. The starting rates are those appearing in the "Approved Rates" column.

Officer:

E. B. McKatt
Wage Stabilization Director

By_____
Jean Harper, Analyst

Wallace P. Mors, Reviewer

ah

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois
Region VI

APPEAL MEMORANDUM

DATE September 21, 1943

CASE NO. 6-13,560

CASE NAME & LOCATION Cakes Products Division of the Houdaille-Hershey Corporation North Chicago, Illinois

UNION U.A.W.-C.I.O., Local 992

I Factual Basis of Decision

The applicant's proposal to increase the rates of 173 out of its 471 employees was given modified approval under E.O. 9328. The company manufactures metal parts for tanks and other military vehicles.

II Basis of Appeal

The union is appealing five classificationson the basis of interplant inequities and a description of duties performed.

III Comparable Wage Data

Occupation	Applicant's Rates Present	Proposed	Approved	Temporary Stabilized Rate Ranges*	Recommended Rates
11 Janitors-hauling, washing mach. op.	.725	.80-.85	.725	.57-.70	.725
1 Floor sander-maintenance & washing mach. op.	.725	.80-.90	.725		.60-.75
3 Scraphaulers-wash. mach. op.	.725	.80-.85	.725	.60-.75**	.60-.75
1 Scrap shear op.	.725-.75	.80-.90	.725-.75	.74-.90	.725-.80
6 Washing mach. ops.	.725-.75	.80-.90	.725-.75	.60-.80	.725-.80

* Area A, August 14, 1943 - temporary.
** R.W.L.B., June, 1943 - established common labor rate for ordnance.

IV Basis of Recommendation

The recommended rates for shear operator and washing machine operators are in line with the temporary stabilized rate ranges and with each other. The recommended rate for scrap haulers is the maximum allowable under the established common labor bracket for ordnance. No increase is possible for janitors since they already exceed the maximum of the stabilized rate range. The floor sander has been adjusted on an intraplant basis.

V Recommendation

That the recommended rates be approved.

Vera Miller

nkr

Oakes Products Div
Foundaire Nursey Corp -
North Chicago Ill

N. Chicago

+

Auto Wkrs Local 992 - C.I.O.
Harvey Pearson - President signed joint application.
1800 S. Sheridan Rd.
North Chicago - Ill -

Union appealed - on five operations.

no contract in files -

Mr. Novak, President of Local, stated that they felt justified in setting their fee at $15.00 as the wage scale and other gains warranted this. He said also that the reason for fining members for not attending meetings was to secure better attendance so that all members would understand actions taken by union and all would vot on what is done. Majority are inclined to let a few run the union and not to take responsibility themselves.

Mrs. Jalanowski is more articulate and active because she has had previous experience in unions (Amalgamated Clothing Workers in an Eastern City) and she has also attended the Wisconsin School for Workers. She was a delegate to the last Mid-West Workers' Education Conference in Chicago

U. S. Department of Labor
WOMEN'S BUREAU
Washington

WOMEN'S BUREAU
JAN 14 1944
DEPARTMENT OF LABOR

Agent BAGWELL-OCONNOR

Date 1-7-44

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union United Farm Equip & Machine Wkrs Affiliation C.I.O.
2. Local No. 154 Address Lehman Bld. Peoria-ILL
3. Name and title of head union official CHARLES S. BARRY- PRES
4. Number local union members: total 45 women 15

(a) Kind of workers (check)

33.3

(1) production only ✓
(2) clerical
(3) maintenance ✓

5. Union fees and dues:

are in stage of Organization. Open charter

(a) Amount:	Men	Women
(1) Initiation fees	NONE	NONE
(2) Union dues (specify period covered)	$1.00 Mo.	$1.00 Mo.
(3) Other		

6. Women's union activities:

(a) Membership on union committees - specify committee:

1 Legislative
Political Action

(b) Union offices - specify office:

Fin. Sec. Treas. (all one office)

(c) Attendance at union meetings: Fair

1st Contract - Case decided?
Any reference in contract to women?

(d) Other:

STEWARD

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

The C. I. O. won in a plant election, but only a small percentage actually belonged to the union. Now they are working hard to interest the unorganized in the plant.

Both the president and Sec. feels that when the ruling of the REG. W. L. B. comes thru on their contract, the balance of Employees will join. They are for the union about 90-95% of them, but wont join until something definite is done for them.

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title HART-CARTER-Co.+ UNITED FARM EQUIPMENT & METAL WORKERS OF AMERICA LOCAL 154 - C.I.O.

2. Regional WLB case number 111-1500-D

3. Date of ~~Regional~~ NATIONAL WLB decision SEPT-24-1943

4. Type of case: voluntary _____ dispute ✓

5. What does the case involve? Does it involve women especially?
SENIORITY
GRIEVANCE-PROCEEDURE

6. What was the regional decision?
APPROVAL OF THE ABOVE. UNABLE TO FIND OUT DATE OF REG. W.L.B. DECISION. Co. APPEALED THE CASE. NAT. W.L.B. SUSTAINED REG. W.L.B. DECISION. CO. PETITIONED NAT. W.L.B. FOR A REVIEW NAT. W.L.B. REFUSED TO REVIEW. THE ORDER OF SEPT. 24 1943 STANDS.

7. Did the union appeal? Yes _____ No ✓ On what grounds: _____

8. What is the union doing about the case?
WORKING ON CARRYING OUT NAT. L.B. DECISION.

I. General Information (continued):

C. Plant union data:
(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:

(a) Contract furnished by W.B.
(b) Later contracts or supplementary agreements NO CONTRACT SAME IS UP FOR RULEING BY REG. W.L.B.

2. Name of plant HART-CARTER COMPANY

3. Plant address PEORIA - ILL

4. Product 57 MILLIMETER SHOT.

5. Kind of contract (check): NONE AS YET

(a) Closed shop
(b) Open shop
(c) Other:

(1) Preferential
(2) Maintenance of membership

6. Number of employees: Total 375 Women 50

7. Number of plant union members: Total 45 Women 15

8. Arrangement for payment of dues: SHOP STEWARDS

(a) How long employed before allowed or required to joint union? ~~IMMEDIATE~~ URGED TO SIGN UP UPON EMPLOYMENT
(b) Method of collection

9. Were women employed on production before the war? NO

10. Plant union activities:

(a) Shop stewards: Number men 4 Number women 1
(b) Membership on grievance committees NO WOMEN

(c) Membership on labor-management committees: Yes ____ No ✓
Subcommittees: Yes ____ No ____

(1) Titles of subcommittees on which women serve ____
NO LABOR-MANG. COMM. EXPECT TO HAVE ONE.

(2) Comments on program affecting women:

____

XI. Wages:

A. Contract Provisions:

1. **From the basic contract:** NO CONTRACT

(a) Does the contract provide for equal pay: Yes _____ No _____
(1) By rate for the job, irrespective of sex: Yes ____ No _____
(2) By equal pay clause: Yes ____ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes ____ No _____

(c) Does it provide same minimum rate for both at end of probation period? Yes ____ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes _____ No _____

If not explain:

(e) Does contract provide rest periods for ~~MEN~~ women and not men?
Yes ___ No ___
(1) If so, are rest periods deducted from pay Yes ___ No ___
(2) Is there hourly rate differential due to rest periods?
Yes ___ No ____

2. **From job and rate sheet:**

(a) Are the jobs classified by male and female: Yes ____ No ____
(b) Are the rates listed by male and female: Yes ____ No ____
(c) What is the lightest (highest) job and rate set: Women _____
Men _____

(d) In jobs employing both men and women, are rates the same?
Yes ____ No ____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:

(a) On decision of foreman.
(b) By agreement ✓ + PRODUCTION-MANAGER
(c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?

(a) Women? Yes ✓ No ____
(b) Men: Yes ____ No ✓
(c) If difference in practice for men and women, explain:

MEN-BEGIN AT-75¢ PER-HOUR
WOMEN " " 70¢ " "

A FEW-WOMEN-BEGIN AT-75¢ "

3. Is it prevailing practice to keep women at lower paid jobs longer than men? Yes ✓ No ____

4. What is union doing toward upgrading women:

(a) Adapting the job to women

NOTHING-SPECIALLY

(b) Training women in new skills

NOT-SPECIALLY.

5. What is highest paid job and rate at which women are employed?

75¢ PER-HOUR-MACHINE-OPR.

6. Are any higher paid jobs suitable for women? Yes ✓ No ____

7. Is the lunch period longer for women than for men: Yes ___ No ✓

(a) If so, is it paid for: For women ____ For men ____
(b) If longer for women, give reason ____

NO LUNCH PERIOD. 10 MINUET. SO-CALLED REST PERIOD-IN-WHICH TIME EMPLOYEES-EAT. ALSO EAT-WHILE THEY-WORK

III. **Seniority:** is open issue

A. **Contract Provisions:** WHOLE-CONTRACT-BEFORE REG. W.L.B.

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:

(a) Plant-wide: Yes ✓ No ____
(b) Departmental: Yes ✗ No ____

2. Does contract distinguish between men and women in regard to seniority

Yes ____ No ✓ Explain:
THE RULEING OF NAT. W.L.B. ON SENIORITY WILL BECOME PART OF THE CONTRACT. THE WORD "HE" - IS USED IN 3 PLACES. THEN - EMPLOYEES.
W.L.B. decision - 9/43 So what?

3. Does contract limit women's seniority rights?

(a) To other women: Yes ____ No ✓
(b) To the duration only: Yes ____ No ✗

4. Does contract provide that placement on shifts shall be determined by seniority? Yes ✓ No ____

5. Does contract provide leave of absence for illness or other similar good cause? WHOLE-CONTRACT-IS-BEFORE REG. W.L.B. NO DECISION-YET. Decision 9/43

(a) Maximum length:

B. **Plant Practices:** ✓

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No ____ If not, explain:

2. What is plant practice with respect to pregnancy?

(a) Discharge: Yes ____ No ✓
(b) Leave of absence: Yes ____ No ____

If yes, what is time limit?

Women were first hired in Sept. 1943.
no case of pregnancy as yet.

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date

Plant Practices:

Name	Position	Date
C.S. BARRY-	PRESIDENT- of Union	1-5-44

Women's Union Activities:

Name	Position	Date
MAME. GEBRATH	FIN. SEC. TREAS. ALL-ONE-OFFICE	1-6-44

General Union Information:

Name	Position	Date

UNITED STATES OF AMERICA
BEFORE THE NATIONAL WAR LABOR BOARD
REGION VI

Sept 24-1943-

In the Matter of:	:	
HART-CARTER COMPANY Peoria-Ill-	:	
and	:	
UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, LOCAL NO. 154, CIO	:	Case No. 111-1500-D

DIRECTIVE ORDER

The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders and Regulations issued under the Act of Congress of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, hereby orders:

I. The terms and conditions of employment which shall govern the relations between the parties and which, except as modified by mutual agreement of the parties, shall be in effect until the further order of the National War Labor Board, or until such date as the parties may mutually agree upon, shall include:

"ARTICLE 14 (SENIORITY)

"Section (1). In case of increase or decrease of forces, where an employee is capable of doing the job, length of continuous service shall govern.

"Section (2). In determining an employee length of service for seniority purposes, computation will begin on the date the employee began work and no deduction will be made for lost time due to any reason, however,

Continuity of service shall be broken when:

(a) He quits.

(b) He is discharged for a cause.

(c) He does not return to work when called and the Bargaining Committee has been notified of the fact.

(d) The Company is not able to locate him in order to notify him to return to work and the Bargaining Committee has been notified of such a fact.

"Section (4). An employee on the seniority list will be transferred to replace a shorter service employee, provided such employee is capable of doing work of the shorter service employee.

"Section (5). Employees whose services are to be terminated because of reduced manufacturing schedules will be given as much advance notice as possible, such notice to be no less than three (3) days, excepting in cases where the Government orders manufacturing operations reduced or discontinued on less than three (3) days notice.

"Section (7). The Company will furnish to the Union the seniority list and from time to time notify the Union of changes in these lists in order to keep them up-to-date.

In the event that an employee who has been or may be promoted to positions not covered by this agreement is demoted, such employee shall lose no seniority rights.

Employees transferred on account of lay-offs to other departments from which they were regularly employed, will be re-transferred to their original job and department when production warrants.

No further information in files.

When a vacancy occurs on any shift or occupation, preference for such vacancy shall be given to employees in line with their seniority.

When there is an increase of force, employees on the seniority list shall be returned to work in reverse of the order of lay-off."

"ARTICLE 7. (GRIEVANCES):

"Section (1). A grievance is defined to be any difference which might arise between the Company and the Union covered by this agreement, as to (1) any matter relating to wages, hours of work or working conditions not covered by this agreement; and (2) any matter involving the interpretation or violation of any provisions of this agreement.

It is mutually desired that grievances be satisfactorily settled as quickly as possible. When grievances arise, an earnest effort will be made to settle them as follows:

(a) The aggrieved employee should present his grievance directly to his immediate supervisor at the time the grievance arises. He may request his foreman or supervisor, however, to send for his Union steward for the purpose of (1) discussing his grievance with him prior to its presentation to his foreman, and (2) in presenting the grievances the aggrieved employee may or may not be present at the time the grievance is presented to the immediate supervisor.

(b) If the difference is not satisfactorily settled or an answer is not given by the immediate supervisor within two working days, such difference shall be promptly taken to the Superintendent. In taking this step the employee shall be represented by not more than two Union representatives.

(c) If the difference is not satisfactorily settled or an answer is not given by the Superintendent within three working days, the grievance in writing shall immediately be referred by the plant grievance committee to the Executive Office of the Hart-Carter Company for further negotiation and adjustment, provided, however, either party shall have the right to call into such negotiations Executive Officers of the United Farm Equipment and Metal Workers of America, or their designated representatives.

(d) If the final decision of the Company is not satisfactory, either party to the dispute may request that the grievance be submitted to arbitration. This request is to be in writing and must be made within five days after date of the Company's final decision. Questions involving general wage adjustments, however, shall not be subject to arbitration.

Within five days after receipt of a written request to submit a grievance to arbitration, the parties will meet in an effort to mutually agree upon the selection of an arbiter. If the parties fail to agree upon an arbiter within three days after date of first meeting, either party may request the U.S. Conciliation Service, U. S. Department of Labor to appoint an arbiter.

The decision of the arbiter shall be final and binding upon all parties to the dispute.

"Section (2). When there are grievances to be presented, the Union's Plant Grievance Committee shall meet twice monthly with the Company representatives. Whenever either party is unable to meet at time regularly scheduled, the meet-

"ing shall be advanced or postponed according to mutual agreement. Diligent efforts shall be made to settle all grievances within twenty (20) days after presentation to the management.

"Section (3). Union representatives (meaning the stewards and members of the Plant Grievance Committee), shall be afforded such time off, with pay, at their basic rate of pay, for the performance of their duties as such representative, namely:

1. To attend regularly-scheduled meetings with the Company.

2. To attend meetings pertaining to discharges and other matters which cannot reasonably be delayed until the time of the next regular meeting, when agreed to by the Company.

Whenever the Management requests a Union Representative to leave his job and confer upon Union matters, such representative shall not lose pay for the time so spent. In case such representative works on the second or third shift and the Management requests him to confer at an hour which requires him to make a special trip to the Plant, he shall be compensated at his basic rate for the time so spent.

The Union agrees that any grievance, complaint or dispute referred to the Plant Grievance Committee will be presented to the Company for adjustment in writing and the Company agrees that its decision on any such grievance, complaints or disputes will be presented to the Plant Grievance Committee in writing in accordance with the terms of this agreement."

II. The Board further directs that the grievances concerning lay-offs which arose in this case shall be submitted to the grievance procedure set forth in Paragraph I hereof.

III. This order shall stand confirmed as the order of the National War Labor Board and shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, Washington, D. C., in which event the portions of this order of which review is sought shall be suspended until disposition of the petition for review, or until the N.W.L.B. otherwise directs, or the parties otherwise agree.

FOR THE PUBLIC	FOR INDUSTRY	FOR LABOR
s/Peter J. Angsten	s/James E. Beardslee	s/Joseph J. Kehoe
s/Lewis Long	s/Samuel P. Carson	s/Samuel C. Evett

12.

1. Comments
2. WLB directive order
3. Dissenting opinion
4. Note from agent

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Pregnancy clause

Agent BAGWELL-OCONNOR

Date 1-4-1944

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union UNITED FARM EQUP WRKS MACHINE Affiliation C. I. O.
2. Local No. 128 Address LEHMAN RD. PEORIA ILL
3. Name and title of head union official JOHN LANCE - PRES
4. Number local union members: total 60 women 30

(a) Kind of workers (check)

(1) production only ✓
(2) clerical
(3) maintenance ✓

50 0

5. Union fees and dues:

(a) Amount:

	Men	Women
(1) Initiation fees	NO	NO
(2) Union dues (specify period covered)	$1.00 MO	$1.00 MO
(3) Other		

NO INT. FEE AT PRESENT. OPEN CHARTER

6. Women's union activities:

(a) Membership on union committees - specify committee:

1-LEGISLATIVE
1- PUBLICITY-

(b) Union offices - specify office:

VICE-PRES
TRUSTEE

(c) Attendance at union meetings:

POOR

(d) Other:

2 STEWARDS

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

The C. I. O. won in an election and they are in the stage of organigation. The company is fighting the union, and useing underhanded methods to discourge the workers from joining; consiquently some of the workers are fearful of the union.

The local is anxiously awaiting ruling of REG. W. L. B. upon their contract.

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

C.I.O.

1. Title PEORIA-CORDAGE-CO-&UNITED-FARM-EQUIT-LOCAL-128

2. Regional WLB case number 111-1566 D

3. Date of Regional WLB decision PENDING

4. Type of case: voluntary _____ dispute ✓

5. What does the case involve? Does it involve women especially?
EQUAL-PAY-
PREGNANCY-CLAUSE
WAGE-ADJUSTMENTS-
APPROVAL-OF CONTRACT-

6. What was the regional decision?
PENDING

7. Did the union appeal? Yes_____ No _____ On what grounds: _____

8. What is the union doing about the case?
AWAITING-DECISION OF
REG. W.L.B.

I. General Information (continued):

C. Plant union data:
(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:

(a) Contract furnished by W.B.
(b) Later contracts or supplementary agreements

2. Name of plant PEORIA-CORDAGE-CO.

3. Plant address PEORIA- ILL

4. Product ROPE + BINDER-TWINE

5. Kind of contract (check):

(a) Closed shop CONTRACT- BEFORE-REC.W.L.B.
(b) Open shop
(c) Other:

(1) Preferential
(2) Maintenance of membership

6. Number of employees: Total 120 Women 60

7. Number of plant union members: Total 60 Women 30
IF POSSIBLE

8. Arrangement for payment of dues: SIGN-UP-UPON-EMPLOYMENT ^

(a) How long employed before allowed or required to joint union?
(b) Method of collection STEWARDS-COLL.

9. Were women employed on production before the war?
YES

10. Plant union activities:

(a) Shop stewards: Number men 3 Number women 2
(b) Membership on grievance committees
2

(c) Membership on labor-management committees: Yes ____ No ✓
Subcommittees: Yes ____ No ____

(1) Titles of subcommittees on which women serve ____
NO-LABOR-MANG-COMMT.

(2) Comments on program affecting women:
NONE

II. Wages:

A. Contract Provisions: NO-CONTRACT-REC.W.L.B.-RULEING-PENDING

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes _____ No _____
(1) By rate for the job, irrespective of sex: Yes ____ No _____
(2) By equal pay clause: Yes ____ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes ____ No _____

(c) Does it provide same minimum rate for both at end of probation period? Yes ____ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes _____ No _____

If not explain:

(e) Does contract provide rest periods for ~~men~~ women and not men? Yes ___ No ___
(1) If so, are rest periods deducted from pay Yes ___ No ___
(2) Is there hourly rate differential due to rest periods? Yes ___ No ____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ____ No ____
(b) Are the rates listed by male and female: Yes ____ No ____
(c) What is the ~~lightest~~ highest job and rate set: Women _____
Men _____

(d) In jobs employing both men and women, are rates the same? Yes ✓ No ____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:

(a) On decision of foreman
(b) By agreement + PLANT-MANAGEMENT
(c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?

(a) Women: Yes ✓ No _____
(b) Men: Yes _____ No ✓
(c) If difference in practice for men and women, explain:
MEN - BEGINNING-RATE - 65½¢ PER-HOUR
WOMEN " " 60¢ " "

3. Is it prevailing practice to keep women at lower paid jobs longer than men? Yes _____ No ✓

4. What is union doing toward upgrading women:

(a) Adapting the job to women
NOTHING

(b) Training women in new skills
NOTHING

5. What is highest paid job and rate at which women are employed?
ROPE MACHINE-
68½¢ PER-HOUR

6. Are any higher paid jobs suitable for women? Yes ✓ No _____

7. Is the lunch period longer for women than for men: Yes ___ No ✓

(a) If so, is it paid for: For women _____ For men _____
(b) If longer for women, give reason _____

XII. **Seniority:**

A. **Contract Provisions:** NO-CONTRACT-PENDING-BEFORE REC. W.L.B.

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:

(a) Plant-wide: Yes _____ No _____
(b) Departmental: Yes _____ No _____

2. Does contract distinguish between men and women in regard to seniority

Yes _____ No _____ Explain:

3. Does contract limit women's seniority rights?

(a) To other women: Yes _____ No _____
(b) To the duration only: Yes _____ No _____

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No _____

5. Does contract provide leave of absence for illness or other similar good cause?

(a) Maximum length:

B. **Plant Practices:**

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No _____ If not, explain:

2. What is plant practice with respect to pregnancy?

(a) Discharge: Yes _____ No ✓
(b) Leave of absence: Yes _____ No _____

If yes, what is time limit?

NO-POLICY-MATTER-OF-PREGNANCY IN-CONTRACT-AWAITING-RULEING-OF REC. W.L.B.

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date

Plant Practices:

Name	Position	Date
JOHN-LANCE	PRESIDENT	1-4-44
JOHN-ENGLE	REC-SEC. & FIN. - "	

Women's Union Activities:

Name	Position	Date
JUANITA PARIS	GRIEVENCE-COMMT.	1-5-44
RUTH-SPRADLING-	MEMBER	

General Union Information:

Name	Position	Date

PEORIA-CORDAGE-CO.
PEORIA-ILL-
+
U.F.E.+M.W. of A. LOCAL-128-C.I.O.

JAN-21-1944
CASE-NO 111-1566-D

WOMEN'S BUREAU
JAN 31 1944
DEPARTMENT OF LABOR

ISSUES

1. WAGES - denied
2. SENIORITY - adopted
3. UNION-SECURITY - adopted
4. ARBITRATION - approved
5. VACATIONS
6. COMPENSATION-FOR-PIECE-WORKERS-WHO-ENCOUNTER-INFERIOR-MATERIAL
7. PPODUCTION-

VI-REG. W.L.B. DIRECTIVE-ORDER

1. DENIES-UNION-REQUEST-FOR-WAGE INCREASE
2. UNIONS-PPOPOSED-CONTRACT-RELATING-TO-SENIORITY-SHALL-BE-ADOPTED
3. UNION-SECURITY- ADOPTED
4. APPROVE CLAUSE-ON-ARBITRATION
5. 1 WEEK-PAID-VACATION-FOR-1 YEAR-OR-MORE-SERVICE-2 WEEKS-FOR 5 YEARS SERVICE
6. LOSS OF EARNINGS CAUSED BY INFERIOR MATERIAL, SHALL BE SUBMITTED TO GRIEVENCE PROCEEDURE AS PROVIDED FOR IN THIS AGREEMENT
7. AMOUNT OF PPODUCTION ON A GIVEN OPERATION, OR WHETHER ADDITIONAL HELP IS REQUIRED ON A GIVEN OPERATION, THE CO. AND THE UNION SHALL SETTLE THRU GRIEVENCE PPOCEEDURE.

THIS ORDER-SHALL TAKE EFFECT (15) DAYS FROM-JAN-21-1944. UNLESS IN THE MEANTIME A PETITION FOR REVIEW IS FILED WITH THE NATIONAL WAR LABOR BOARD, IN WHICH EVENT THIS ORDER SHALL BE SUSPENDED UNTIL DISPOSITION OF THE PETITION FOR REVEW.

Jan 29-44

I came across the order on this case. You have the schedule. you may want to attach it thereto.

A. O'Connor

UNITED STATES OF AMERICA
BEFORE THE NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of:	:	
PEORIA CORDAGE COMPANY (Peoria, Illinois)	:	JAN-21-1944-
and	:	
UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, LOCAL 128, CIO	:	Case No. 111-1566-D

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 2, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby denies the Union's request for a wage increase, denies the Union's request for inclusion of Article 3, Section 7, of its proposed contract, and orders that the following terms and conditions of employment shall govern the relations between the parties:

1. Article 3, Section 1, of the Union's proposed contract relating to seniority shall be adopted.

2. (a) All employees who, fifteen days after the date of this Directive Order, are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who become members after that date, shall, as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further order of the Board.

The Union shall, immediately after the aforesaid date, furnish the Regional War Labor Board with a notarized list of its members in good standing as of that date.

The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein.

(b) If a dispute arises as to whether an employee (1) was a member of the Union on the date specified above or (2) was intimidated or coerced during the fifteen-day "escape period" into joining the Union or continuing his membership therein, such dispute may be submitted for determination by an arbitrator to be appointed by the Regional War Labor Board. The decision of the arbitrator shall be final and binding upon the parties.

(c) If a dispute arises as to whether an employee (1) has failed to maintain his membership in the Union in good standing after the aforesaid date, or (2) was intimidated or coerced into joining the Union after the aforesaid date, such dispute may be submitted for determination by an arbitrator to be selected in the manner provided by the contract of the parties, or if no such provision exists, to be selected by special agreement. In the absence of such a contract provision or special agreement, the arbitrator will be selected by the Regional War Labor Board on due application. The decision of the arbitrator shall be final and binding upon the parties.

3. Whenever a grievance is not settled within ten (10) days after it has been submitted to the step in the grievance procedure next preceding this arbitration clause, it shall upon the request of either party be immediately submitted to final and binding arbitration.

Each party shall designate one member of the arbitration board and these two members shall within ten (10) days after the grievance is submitted for arbitration attempt to agree upon a mutually-satisfactory impartial member of the arbitration board. In case within ten (10) days after the grievance has been submitted for arbitration the two members are unable to agree upon the third impartial member, then at the request of either party the Regional War Labor Board for Region VI shall appoint the third member. The decision of the arbitration board shall be final and binding upon both parties. The parties shall bear their own costs and shall share equally the expenses arising out of the arbitration proceedings.

4. The current vacation plan calls for one week's paid vacation for one year or more of service. To this shall be added the provision that for five years or more of service the employees shall receive two weeks' paid vacation.

5. When an employee experiences dirty, knotty and inferior material, machine or tool trouble or similar handicaps over which he or she has no control and because of such delay his or her production is curtailed, production shall not cease but the question of whether or not the employee is to be paid for his or her average piecework earnings for the time involved by reason of the above conditions shall be submitted to the grievance procedure as provided for in this agreement.

6. Should a question arise as to the amount of work that an employee must perform on a given operation or as to whether or not additional help is required on a given operation, the Company and the Union shall discuss the matter and if necessary it shall be submitted to the grievance procedure of this agreement.

II. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This order shall stand confirmed as the order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect fifteen (15) days from the date hereof (provided that the fifteen-day period referred to in paragraph 2 (a) above shall be deemed to run from the date of this order) unless in the meantime a petition for review is filed with the National War Labor Board, in which event this order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree.

FOR THE PUBLIC	FOR INDUSTRY (Dissenting with respect to maintenance of membership and vacation provisions)	FOR LABOR (Dissenting with respect to denial of wage increase -- opinion attached.)
s/Dale Yoder	s/Joseph A. Powers	s/Samuel C. Evett
s/Philip Marshall	s/W. Homer Harts	s/Stanley T. Jeers

DISSENTING OPINION

In the Matter of:	:	
PEORIA CORDAGE COMPANY (Peoria, Illinois)	:	Case No. 111-1566-D
and	:	
United Farm Equipment and Metal Workers of America, Local 128, CIO	:	

The Panel, after hearing both parties, and making a thorough analysis of the wages in this plant as compared with other wages in the area, recommended, with the Industry Member dissenting, a general increase of 5¢ per hour.

The Panel report was reviewed by the Wage Stabilization Division of the Sixth Regional War Labor Board. The Wage Stabilization Division indicated that: "There is no other Cordage Company in Peoria and, therefore, direct job by job comparison in the same labor market area is not possible. However, there is no disagreement on the fact that the Peoria Cordage Company pays lower rates than other industries in the area." The Wage Stabilization Division points out further that direct comparisons may be made with the International Harvester Company, McCormick Twine Mill, and that: "The rates for comparable jobs in the McCormick Twine Mill are from 10¢ to 15¢ per hour higher in every instance and an interim order of the Regional Board has directed the company to establish

> ..'starting rates for females on the same jobs as are performed by males (shall be) increased to 65¢ per hr. If at the end of 30 days, the female is qualified, or, if at any time after the 30-day period she is qualified, the rate shall increase to 77¢ per hour.'

"The 77¢ rate is the present minimum rate for male employees in the plant. This rate is 11½¢ per hour higher than the corresponding rate in the Peoria Cordage Company."

The case of the Wage Stabilization Division is strengthened by comparisons with common labor rates in the Peoria labor market area. On the basis of this the Wage Stabilization Division recommended that:

> "(1) Hiring rate for the Peoria Cordage Company be maintained, 60¢ for female employees and 65½¢ for males. However, if at the end of 30 days women are doing work that is comparable to that of male employees, they be paid the same rate as that of men.
>
> "(2) All present employees who have been with the Company for 3 months or more and are receiving 65½¢ or less be increased 4½¢ per hour to 70¢, the maximum for common labor.
>
> "(3) That a corresponding increase be allowed to all other employees in the plant. This increase, however, is to be used also to eliminate existing intra-plant inequities through the medium of negotiations between the Company and the Union. The precedent for such a directive order is found in two recent cases decided by the Regional Board, the U. S. Cold Storage & Ice

Company and the McCormick Twine Mill."

We feel, therefore, that the action of the Sixth Regional War Labor Board in denying a general wage increase as recommended by the Panel and the Wage Stabilization Division has worked an injustice upon the employees of this Company.

FOR-LABOR

/s/ Samuel C. Evett

/s/ Stanley T. Jeers

John Lance attitude.
toward women was very
good. The plant is organized
50%. and not so strong
in putting things over for
either men or women.

John Engle too was
very favorable toward women
Juanita Paris, and Ruth
Spradling feels that the
officers and the members
co-operate in every way
with the women

13.

1. Comments

U. S. Department of Labor
WOMEN'S BUREAU
Washington

13 V

Agent BAGWELL-O'CONNOR

Date Jan 5-1944

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. Name of union UNITED-FARM-EQUIP-WRKS-MACHINE Affiliation C. I. O.
2. Local No. 140 Address LEHMAN-BLD-PEORIA-ILL
3. Name and title of head union official HOWARD-PETERSON
4. Number local union members: total 225 women 30

(a) Kind of workers (check)

(1) production only V
(2) clerical
(3) maintenance V

13.3 V

5. Union fees and dues:

(a) Amount:

	Men	Women
(1) Initiation fees	$ 2.00	$ 2.00
(2) Union dues (specify period covered)	1.50 MO.	1.50 MO.
(3) Other	—	—

6. Women's union activities:

(a) Membership on union committees - specify committee:

NONE

(b) Union offices - specify office:

FIN-SEC
REC-SEC
TRUSTEE

(c) Attendance at union meetings:

VERY-GOOD

(d) Other:

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

The initiation fee at present is $2.00 men & women; but the local reserves the right to set the initiation fee in each case. In no instance to exceed $15.00.

Most of the women have been in the plant a long time, one being employed 22 years.

Some of the men "still" have the attitude of "The Damn Women" coming in and taking mens jobs. The women are not satisfied working for 10¢ hr less. The W.L.B. ruleing on equal pay will be welcomed.

The president was "Hilariously" talkative, and not too friendly with the government. Wanted to know if we could not "Hustle" the REG. W.L.B. in their decision in their case; it has been pending for over six months.

I. General Information (continued):

B. War Labor Board case data:

(attach copy of all regional WLB decisions involving this local and this plant)

1. Title PEORIA-MALLEABLE-CASTINGS-Co. & UNITED-FARM-EQUIPT-LOCAL 140-C.I.O.

2. Regional WLB case number 111-1732-D

3. Date of Regional WLB decision PENDING

4. Type of case: voluntary _____ dispute ✓

5. What does the case involve? Does it involve women especially?

EQUAL-PAY
WAGE INCREASES
UNION-SECURITY-&CHECK-OFF
VACATION
NIGHT-WORK-BONUS
HOURS OF WORK TO BE PAID FOR WHEN CALLED IN-AND NO WORK.

6. What was the regional decision?

PENDING

7. Did the union appeal? Yes_____ No _____ On what grounds: _____

8. What is the union doing about the case?

I. General Information (continued):

C. Plant union data:
(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:

(a) Contract furnished by W.B.
(b) Later contracts or supplementary agreements UNABLE-TO-SECURE COPY OF CONTRACT-I READ IT OVER

2. Name of plant PEORIA-MALLABLE-Co.

3. Plant address PEORIA - ILL

4. Product MALLABLE-CASTINGS - 100% WAR-WORK

5. Kind of contract (check):

(a) Closed shop
(b) Open shop ✓
(c) Other:

(1) Preferential
(2) Maintenance of membership ✓

6. Number of employees: Total 300 Women 40

7. Number of plant union members: Total 225 Women 30

8. Arrangement for payment of dues: CAN-SIGN-UP UPON-EMPLOYMENT, PAY-AFTER

(a) How long employed before allowed or required to joint union? 60 days
(b) Method of collection STEWARDS-COLL-

9. Were women employed on production before the war? YES

10. Plant union activities:

(a) Shop stewards: Number men 15 Number women 2
(b) Membership on grievance committees NO

(c) Membership on labor-management committees: Yes ____ No ✓
Subcommittees: Yes ____ No ____.

(1) Titles of subcommittees on which women serve ____

NO-LABOR-MANG-COMMT-EXPECT-TO-HAVE-ONE

(2) Comments on program affecting women:

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes _____ No ✓

(1) By rate for the job, irrespective of sex: Yes ___ No ✓

(2) By equal pay clause: Yes ___ No ✓

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes ___ No ✓

(c) Does it provide same minimum rate for both at end of probation period? Yes ___ No ✓

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes ✓ No _____

If not explain:
WOMEN-START-AT-50¢ PER-HR-
AFTER 30 DAYS-55¢ " "
" 60 " 60¢ " "
MEN-START-AT-60¢ " "
AUTOMATIC-PROGRESSION-SAME-BUT-MEN-ARE ALWAYS
ONE-LAP-AHEAD.

(e) Does contract provide rest periods for women and not men? Yes ___ No ✓

(1) If so, are rest periods deducted from pay Yes ___ No ___

(2) Is there hourly rate differential due to rest periods? Yes ___ No ___

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes ✓ No ___

(b) Are the rates listed by male and female: Yes ✓ No ___

(c) What is the ~~highest~~ highest job and rate set: Women COREMAKER-82½¢P.H.

Men MOLDER-1.00 PER-HOUR

(d) In jobs employing both men and women, are rates the same? Yes ___ No ✓

10¢ PER-HOUR-LESS-FOR WOMEN

II. Wages (continued):

B. Plant practices:

1. How is comparability of work between men and women determined:

(a) On decision of foreman
(b) By agreement ✓
(c) By job evaluation ✓

2. Are the majority of workers started at lowest rate in plant?

(a) Women: Yes ✓ No ____
(b) Men: Yes ____ No ✓
(c) If difference in practice for men and women, explain:

MEN-START-AT-60¢ PER-HOUR
WOMEN " " 50¢ " "

3. Is it prevailing practice to keep women at lower paid jobs longer than men: Yes ✓ No ____

4. What is union doing toward upgrading women:

(a) Adapting the job to women
WOMEN-UPGRADE-TO-A-
WOMENS-MAXIMUM-AND NO FURTHER

(b) Training women in new skills
NO-PROGRAM-

Jobs available?

5. What is the highest paid job and rate at which women are employed?

COREMAKER-82½¢ PER-HOUR

6. Are any higher paid jobs suitable for women? Yes ____ No ✓

7. Is the lunch period longer for women than for men: Yes ___ No ✓

(a) If so, is it paid for: For women ____ For men ____
(b) If longer for women, give reason _____

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:

(a) Plant-wide: Yes ✓ No ____
(b) Departmental: Yes ✓ No ____

2. Does contract distinguish between men and women in regard to seniority

Yes ____ No ✓ Explain:

3. Does contract limit women's seniority rights?

(a) To other women: Yes ____ No ✓
(b) To the duration only: Yes ____ No ✓

4. Does contract provide that placement on shifts shall be determined by seniority? Yes ____ No ✓

5. Does contract provide leave of absence for illness or other similar good cause? YES

(a) Maximum length: 1 YEAR - AND - SUBJECT - TO RENEWAL

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes ✓ No ____ If not, explain:

2. What is plant practice with respect to pregnancy?

(a) Discharge: Yes ____ No ✓
(b) Leave of absence: Yes ✓ No ____

If yes, what is time limit? 1 YEAR - SUBJECT - TO - RENEWAL

PREGNANCY - CLAUSE - IN - CONTRACT

IV. Persons Interviewed:

On contract data:

Name HOWARD PETERSON Position PRESIDENT Date 1-7-44

Plant Practices:

Name Position Date

Women's Union Activities:

Name S.A.SWANSON- Position INT. REP. FARM-EQUIP- Date 1-5-44

General Union Information:

Name Position Date

Howard Peterson attitude was a "Show Me" Type. He Wanted to know what it was all about, why the survey etc. After a rather lenghty questioning and answering I was able to secure the information wanted.

His attitude toward women was very good. Equal pay ~~pay~~ question is before W.L.B.

S. A. Swanson attitude was excellent toward women. He was originally from The United Electrical Wkrs C.I.O. and plans to have an educational program for Farm Equipment Wkrs. in Peoria

14.

1. end - digest of an article from the Chicago Sun
2. Comments
3. Copy of Order of approval WLB
4. WLB directive Order
5. Agreement

U. S. Department of Labor
WOMEN'S BUREAU
Washington

14

Agent O'Connor & Bagwell

Date 1-4-'44

Trade Union Survey:

Agreement attached

I. General Information:

A. Information concerning Local Union:

1. Name of union U.F.E.M.W.A. Affiliation C.I.O.

2. Local No. 105 Address: 835 Main St., Peoria, Ill.

3. Name and title of head union official Mr. Gus Werner, President

4. Number local union members: total 11,000 (Appr~~oxim~~ 500(Approx.)

(a) Kind of workers (check)

4.6

(1) ~~productick~~ only #
(2) clerical
(3) maintenance #

5. Union fees and dues:

(a) Amount:

	Men	Women
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered	$1.00 per mo.	$1.00 per mo.
(3) Other	None	None

6. Women's union activities:

(a) Membership on union committees - specify committee:

Grievance Committee
(Women not on many committees as yet. Employed for first time last February. Many are from country and hard to interest. Also are scared of discrimination against them by foremen.)

(b) Union offices - specify office:

None. By Laws provide that members can't be elected to office until have been in union for a year.

(c) Attendance at union meetings:

Not very good. Men also do not attend very well.

(d) Other:

A few women are shop stewards. Neither president or women interviewed knew just how many. Those elected do not always serve as they are afraid to wear the stewards' buttons.

I. **General Information (continued):**

A. **Information concerning Local Union (continued):**

7. **General comments:**

Union officials stated that company preferred to hire girls from country who are hard to organize and interest in union activities. Women think they will not be in shop permanently so it is difficult to get them to take initiative and act as shop stewards and on committees They fear discrimination against them if they become active. They think others not active are promoted to better jobs and shop stewards held back. This feeling has grounds as there were 25 union members were involved in a National Labor Relations Board case in which the union charged that the company fired them for union activity. Nineteen of the 25 were ordered reinstated but all but 4 had gone to other jobs by the time the order came so only 4 were re-employed.

Union does not seem to be strong among the women employees. However, the women who are active seem to be firm and going ahead. They report that they intend to take up some complaints that have come up about the women's wash rooms. Conditions are unsanitary and the number of toilets insufficient so they will request additional facilities and maidservice.

Child care is reported to be a problem. There are only two day nurseries. one located in a settlement house and one at the Salvation Army. Neither of the two housing projects in the town have day nurseries.

No provision in contract for placement on shifts by seniority but union president reported that the union was requesting this as the company would, when a woman quit on a day job, ##### insist on promoting or hiring a woman for the job in violation of seniority rights of men. Men object to this practice of company. One of women interviewed, Miss Bernsmier, stated that formerly they hired women to fill jobs on different shifts but that she thought they began on the night shift now, both men andwomen, and move to day shifts by seniority.

Miss Bernsmier, one of 2 non-union employees, interviewed at the Y.W.C.A. was a timekeeper. She stated that women began work as time-keepers at 65¢ and got raises after this on merit at decision of foreman.

Janitresses were reported to start at 65¢, welder helpers at 76¢, laborers at 76¢ and sandblasting women start at 76¢. Women have just started on the sandblasting for the first time.

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title Caterpillar Tractor Co., and Peoria, Ill. and U.F.E.M.W.A., Local 105, C.I.O.

2. Regional WLB case number 6-957

3. Date of Regional WLB decision 3-26-'43

4. Type of case: voluntary # dispute _____

5. What does the case involve? Does it involve women especially?
Increase in maximum rates for specified jobs, classifications in accordance with job evaluation and analysis plan in force in plant, affecting 12 employees

6. What was the regional decision?

Order approving agreement between parties as submitted in application of company

7. Did the union appeal? Yes_____ No # On what grounds: _____

8. What is the union doing about the case?

I. General Information (continued):

C. Plant union data:
(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:

(a) Contract furnished by W.B. -
(b) Later contracts or supplementary agreements
9-22-'42 to 9-22-'43 and continuing from year to year unless either party gives 30 days notice of desire to change.

2. Name of plant Caterpialar Tractor Co.

3. Plant address 600 W. Washington St., Peoria, Ill.

4. Product Gun mounts, motor graders, Diesel engines, for Army Engineers, Ordnance, Air Corps and Navy

5. Kind of contract (check):

(a) Closed shop
(b) Open shop #
(c) Other:

(1) Preferential
(2) Maintenance of membership #

6. Number of employees: Total 16,800 Women 1000 (Approx.)

7. Number of plant union members: Total 11,000(Approx) Women 500 (Approx.)

8. Arrangement for payment of dues:

(a) How long employed before allowed or required to joint union?
(b) Method of collection ✓ Allowed to join at once upon employment.
Stewards collect.

9. Were women employed on production before the war?
No. Employed for first time in plant in Feb. 1943.

10. Plant union activities:

(a) Shop stewards: Number men 400 (Approx.) Number women "A few"
(b) Membership on grievance committees None

(c) Membership on labor-management committees: Yes ____ No #
Subcommittees: Yes ____ No ____

(1) Titles of subcommittees on which women serve ____

(2) Comments on program affecting women:
Committee took up some problems affecting women such as child care but "nothing came of it". "Company does not cooperate".

II. **Wages:**

A. **Contract Provisions:**

1. **From the basic contract:** (From old agreement- attached. New one pending before W.L.B.

(a) **Does the contract provide for equal pay:** Yes _____ No #

(1) **By rate for the job, irrespective of sex:** Yes ___ No #

(2) **By equal pay clause:** Yes ___ No #

No discrimination Clause

(b) **Does contract provide same starting rate for inexperienced women as for inexperienced men:** Yes ___ No #

(c) **Does it provide same minimum rate for both at end of probation period?** Yes ___ No #

(d) **If contract provides automatic progression policy, is it the same for women as for men:** Foreman promotes on basis of seniority, merit & qualifications Yes ___ No #

If not explain:

(e) **Does contract provide rest periods for women and not men?** Yes ___ No #

(1) **If so, are rest periods deducted from pay** Yes ___ No ___

(2) **Is there hourly rate differential due to rest periods?** Yes ___ No #

2. **From job and rate sheet:** (Not available to union)

Information from President of union.

(a) **Are the jobs classified by male and female:** - Yes ___ No ___

(b) **Are the rates listed by male and female:** - Yes ___ No ___

(c) **What is the highest job and rate set:** Women Precision Grinders $1.16 p.h.

Men Precision grinders- $1.16 p.h.

Top rate for welders reported to be $1.10 but was not known whether women had reached top rate or not.
Men on production jobs operate two machines and get higher rate for this than women get on one machine.

(d) **In jobs employing both men and women, are rates the same?** Yes # No ___

Except on very few jobs which are in dispute now. Case pending before W.L.B. Company proposed and Board approved new rates for women of 65¢ beginning rate on certain jobs- typists, factory clerks, 4th. class mettalurgical helpers, 5th. class detailers in Tool Design Dept., entire laboratory helper class, time clerks in Time Keeping Dept.,.
Union president stated that Board apporved these rates because company claimed that they were new job classifications but union claims that these are the same jobs previously performed by men at higher rated. The minimum for the plant is 75¢ p.h. Union apealed case.

II. **Wages** (continued):

B. **Plant Practices:**

1. **How is comparability of work between men and women determined:**

(a) **On decision of foreman** #
(b) **By agreement** Case may be taken up with Grievance procedure
(c) **By job evaluation** and agreement reached later
Plan in force. Union not consulted in evaluating and rating jobs

2. **Are the majority of workers started at lowest rate in plant?**

(a) **Women:** Yes _____ No _____ Union does not know
(b) **Men:** Yes _____ No #
(c) **If difference in practice for men and women, explain:**

Women can perform most jobs in plant but are not doing so because they have not been on plant long enough to build seniority & move up.

3. **Is it prevailing practice to keep women at lower paid jobs longer than men?** Yes _____ No #

4. **What is union doing toward upgrading women:**

(a) **Adapting the job to women**
Not necessary. Already have air hoists, etc. for men.
Women can perform most jobs.

(b) **Training women in new skills**
No program

5. **What is highest paid job and rate at which women are employed?**
Precision grinders $1.16 p.h.

6. **Are any higher paid jobs suitable for women?** Yes # No _____
Women not held back except by seniority same as men
7. **Is the lunch period longer for women than for men:** Yes___ No #

(a) **If so, is it paid for:** For women _____ For men _____
(b) **If longer for women, give reason** _____

III. **Seniority:**

Old agreement expired 9/24/43 but ordered to remain in effect until new one acted upon by W.L.B.

A. **Contract Provisions:** (From old agreement)
(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:

(a) Plant-wide: Yes _____ No #
(b) Departmental: Yes # No _____

2. Does contract distinguish between men and women in regard to seniority

Yes _____ No # Explain:

3. Does contract limit women's seniority rights?

(a) To other women: Yes _____ No #
(b) To the duration only: Yes _____ No #

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No #

5. Does contract provide leave of absence for illness or other similar good cause? Yes

(a) Maximum length: No limit set

B. **Plant Practices:**

1. If no sex difference in contract, are women given equal seniority with men? Yes # No _____ If not, explain:

2. What is plant practice with respect to pregnancy?

(a) Discharge: Yes _____ No #
(b) Leave of absence: Yes # No _____

If yes, what is time limit?
No definite limitation except that will not be allowed to return to work for three months afterwards

IV. Persons Interviewed:

On contract data:

Name	Position	Date
Mr. Gus Werner,	President	1-4-'44
Mr. Forest Cumming,	District Vice President	1-3-'44
Mr. S. A. Swanson,	International Representative	1-6-'44

Plant Practices:

Name	Position	Date

Women's Union Activities:

Name	Position	Date
Mrs. Irene Dodson,	Shop Steward	1-5-'44
Miss Helen Bernsmier,	Time keeper (Not union member)	1-8-'44
Miss Orvilene Brown,	Order Filler, Spare Parts Dept. " " "	1-8-'44
Miss Genevieve Sellers	Core maker " " "	1-5-'44

General Union Information:

Name	Position	Date

From Chicago Sun 3/4/44

The WLB has awarded a maintenance of membership provision & a check-off of Union dues to Local 105 of the UFEMWA representing the majority of workers at the Caterpillar Tractor Co. in Peoria.

25 of the 27 issues in the controversy were disposed of in the WLB decision - Wages & termination of contract still are to be settled.

I. General Information (continued):

B. War Labor Board case data:
(attach copy of all regional WLB decisions involving this local and this plant)

1. Title Caterpillar Tractor Co., Peoria, Ill., & U.E.M.W.A.-C.I.O., Local #105

2. Regional WLB case number 111-4619

3. Date of Regional WLB decision pending

4. Type of case: voluntary _____ dispute _____

5. What does the case involve? Does it involve women especially?
Adjustment of Wages - Includes adjustment of Women's rates on factory clerical, time keepers & other specified jobs on which Board approved starting rate of 65¢

6. What was the regional decision?

7. Did the union appeal? Yes _____ No _____ On what grounds: _____

8. What is the union doing about the case?

Caterpillar - U F E 105 #14

Women interviewed & union official stated that women were afraid to actively participate in union activities. Leaders of union (men) did not have background or experience to handle grievances efficiently and with sufficient speed that women would develop by the experience of women in union.

Chief woman steward interviewed and she stated that she did not like the way the elections had gone in the union and was somewhat discouraged by the lack of wider participation by the women. However, the few who were active had been strong and stood out well in the face of the discrimination against union members.

Mr. Swanson, Int.Rep., stated that F. E. and M. W. A. (Int. Union) had not been so interested in educational program and program for women members such as U. E. R. M. W. A. has but that they were now more interested & he thought they would be able to accomplish much more.

Mr. Lou Brooks, Int. Rep., Chicago, stated that U. F. E. M. W. A. was planning month's training program(at a camp) for union leaders, including women.

Peoria.

VI Regional War Labor Board

Mch 26-1943

Caterpillar Tractor Co.
+
United Farm Equipment & Metal Wkrs of America Local 105

Case No-6-6957

Order of Approval

The sixth Regional War Labor Bd. acting as the duly authorized agent of of N.W.L.B. and pursuant to the powers vested in _____
hereby approves the agreement between the parties as submitted in the application of the Co. dated March 16. 1943. and retroactive to October 8-1942-

Any employee who has either quit or been discharged between the retroactive date + the date of the order etc ——

Public Members	Industry Members	Labor Members
—	—	—
—	—	—
—	—	—
—	—	—

(Copy)

NATIONAL WAR LABOR BOARD

In the Matter of:

CATERPILLAR TRACTOR COMPANY
(East Peoria, Illinois)

and

UNITED FARM EQUIPMENT & METAL WORKERS OF AMERICA, LOCAL #105, CIO

November 30, 1943

Case No. 111-3700-D

DIRECTIVE ORDER

By virtue of and pursuant to the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the act of Congress of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board hereby orders:

The terms and conditions of employment which shall govern the relations between the parties and which, except as lawfully modified by mutual agreement of the parties, shall be in effect until the further order of the Board or until such date as the parties may mutually agree upon, shall be those set forth in the Directive Order of the Regional War Labor Board for the Sixth Region, dated October 16, 1943.

Representing the Public:

s/ Frank P. Graham

s/ Wayne L. Morse

Representing Labor:

s/ Delmond Garst

s/ Robert J. Watt

Representing Industry:
Dissenting:

s/ Walter T. Margetts

s/ Frederick S. Fales

(SEAL)

5631

Pregnales

U. S. Department of Labor
WOMEN'S BUREAU
Washington

15

Agent O'Connor & Bagwell

Date 1-5-'44

Trade Union Survey:

I. General Information:

A. Information concerning Local Union:

1. **Name of union** U.E.R.M.W.A. **Affiliation** C.I.O.

2. **Local No.** 144 **Address** 835 Main St., Peoria, Ill.

3. **Name and title of head union official** Mr. William Allen, President

4. **Number local union members: total** 550 (Approx.) **women** 270 (Approx.)

   (a) Kind of workers (check)

   (1) **production only** #
   (2) **clerical** _____
   (3) **maintenance** #

   45.1

5. **Union fees and dues:**

(a) Amount:	Men	Women
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
(3) Other	None	None

6. **Women's union activities:**

   (a) Membership on union committees - specify committee:

   None

   (b) Union offices - specify office:

   Recording Secy.
   Financial Secy. & Treas.
   Trustee

   (c) Attendance at union meetings:

   Women attend meetings better than the men do but neither attend so well. Cause given as gas rationing and fact that many employees live quite a distance from town.

   (d) Other:

   Shop stewards

I. **General Information (continued):**

A. **Information concerning Local Union (continued):**

7. **General comments:**

Contract is pending before W.L.B. but union has recognition & operates thru Grievance Committee & Shop Stewards

I. **General Information (continued):**

B. **War Labor Board case data:**
(attach copy of all regional WLB decisions involving this local and this plant)

1. **Title** Altofer Bros. & United Electrical, Radio & Machine Workers of America, Local # 144, C.I.O.

2. **Regional WLB case number** 111-1598-HO

3. **Date of Regional WLB decision** Case pending before W.L.B.

4. **Type of case: voluntary** _____ **dispute** #

5. **What does the case involve? Does it involve women especially?**
Approval of first contract. Involves usual questions of seniority, closed shop, maintenance of membership, etc. Also union is requesting ## inclusion of equal pay clause; maternity leaves; and guarantee of post war jobs for women. Company requested clause providing termination of women's employment after war.

6. **What was the regional decision?**

-

7. **Did the union appeal? Yes**_____ **No** _____ **On what grounds:** ____

-

8. **What is the union doing about the case?**

-

I. **General Information** (continued):

C. **Plant union data:**
(attach copy of any contract or agreements later than that used by W.B.)

1. Date and duration of:

(a) Contract furnished by W.B. -
(b) Later contracts or supplementary agreements -

2. Name of plant Altofer Bros.

3. Plant address 900 W. Washington, East Peoria, Ill.

4. Product Normal times- washing machines, ironers
War product- tank mines; airplane parts

5. Kind of contract (check):
Pending before W.L.B.

(a) Closed shop
(b) Open shop
(c) Other:

(1) Preferential
(2) Maintenance of membership

6. Number of employees: Total 650(Approx. Women 300(Approx.)

7. Number of plant union members: Total 550 (Approx. Women 270 (Approx.)

8. Arrangement for payment of dues:

(a) How long employed before allowed or required to joint union?
(b) Method of collection Can join and pay dues immediately on employment
Shop stewards collect or pay at union office

9. Were women employed on production before the war?
No

10. Plant union activities:

(a) Shop stewards: Number men 14 Number women 3 or 4
(b) Membership on grievance committees
None

(c) Membership on labor-management committees: Yes ____ No ____
No committee- company refuses to form one Subcommittees: Yes ____ No ____
(1) Titles of subcommittees on which women serve ____

(2) Comments on program affecting women:

II. **Wages:**

A. **Contract Provisions:**

1. **From the basic contract:** Pending

(a) Does the contract provide for equal pay: Yes _____ No _____

(1) By rate for the job, irrespective of sex: Yes ____ No _____

(2) By equal pay clause: Yes ____ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes ____ No _____

(c) Does it provide same minimum rate for both at end of probation period? Yes ____ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes _____ No _____

If not explain:

(e) Does contract provide rest periods for ~~men~~ women and not men?
Yes ___ No ___

(1) If so, are rest periods deducted from pay Yes ___ No ___

(2) Is there hourly rate differential due to rest periods?
Yes ___ No ____

2. **From job and rate sheet:** Not made available to union by company

(a) Are the jobs classified by male and female: Yes ____ No #

(b) Are the rates listed by male and female: Yes ____ No #

(c) What is the lightest job and rate set: Women Union does not have this information
highest
Men " " " " "

(d) In jobs employing both men and women, are rates the same?
Yes # No ____

Company attempted to set a starting rate for women at 55¢ per hour but union stopped it.

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:

(a) On decision of foreman #
(b) By agreement
(c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?

(a) Women: Yes # No _____
(b) Men: Yes # No _____
(c) If difference in practice for men and women, explain:

3. Is it prevailing practice to keep women at lower paid jobs longer than men? No, women are advanced to higher paid Yes_____ No #
without regard to seniority, causing friction as men object

4. What is union doing toward upgrading women:

(a) Adapting the job to women

No program

(b) Training women in new skills

No program

5. What is highest paid job and rate at which women are employed?

Furnace operator- 85¢ per hour for day work
On piece work the rate is set at $1.00 per hour for quota production but worker makes only what he produces. May be only 70¢ per hour

6. Are any higher paid jobs suitable for women? Yes _____ No #
Women are doing about all jobs now

7. Is the lunch period longer for women than for men: Yes___ No #___

(a) If so, is it paid for: For women _____ For men _____
(b) If longer for women, give reason _____

W & B

III. Seniority:

A. Contract Provisions:

(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:

   (a) Plant-wide: Yes _____ No _____
   (b) Departmental: Yes _____ No _____

2. Does contract distinguish between men and women in regard to seniority

   Yes _____ No _____ Explain:

3. Does contract limit women's seniority rights?

   (a) To other women: Yes _____ No _____
   (b) To the duration only: Yes _____ No _____

   Company is requesting such limitation in contract before W.L.B.

4. Does contract provide that placement on shifts shall be determined by seniority? Yes _____ No _____

5. Does contract provide leave of absence for illness or other similar good cause?

   (a) Maximum length:

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes _____ No #___ If not, explain:

2. What is plant practice with respect to pregnancy? No cases have arisen. Reported that this can be handled by Grievance Committee

   (a) Discharge: Yes _____ No _____
   (b) Leave of absence: Yes _____ No _____

   If yes, what is time limit?

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date
Mr. William Allen	President	1/5/'44

Plant Practices:

Name	Position	Date
Miss Mildred Schiefer,	Recording Secy.	1/5/'44
" Elizabeth Fothergill,	union member	"
" Elder Kemp,	" "	"

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date

application; modified proposed rate ranges for various job classifications; approved premium pay for supervisors of 8 cents an hour above top rate of employes supervised for those supervising less than 10 workers, 10 cents an hour premium for those supervising between 10 and 25 and 15 cents an hour premium for those supervising more than 25 workers; effective May 15, 1944; Labor members dissented to modification of proposals.

COMMERCIAL SOLVENTS CORP., Peoria, Ill., and United Mine Workers of America, local 12504, District 50; 500 workers affected. National WLB decided dispute between parties; ordered standard maintenance of membership, with usual 15-day escape paerdod, and checkoff of union dues by company; Industry members dissenting.

KEY CO., East St. Louis, Ill., and International Association of Machinists, district 9, International Brotherhood of Electrical Workers, local 274, International Moulder & Foundry Workers Union, local 224, and International Union of Operating Engineers, local 142, all AFL; 300 workers affected. National WLB denied petition for review and upheld Regional Board order of June 7, 1944, which ordered general wage increase of 5 cents an hour retroactive to April 1, 1943, Industry members dissenting.

HERMAN NELSON CORP., Moline, Ill., and United Electrical, Radio, and Machine Workers of America, local 814, CIO; 185 workers affected. National WLB denied petition for review and upheld Regional Board order of July 10, 1944, which directed parties to submit issues of dispute to final and binding arbitration.

#15 ALTORFER BROTHERS CO., E. Peoria, Ill., and United Electrical, Radio and Machine Workers of America, local 1144, CIO; 600 workers affected. National WLB denied company's petition for review and upheld Regional Board order of June 14, 1944, which directed standard maintenance of membership, with usual 15-day escape period, checkoff of union dues, preferential seniority for union stewarts, leaves of absence and decided other issues in dispute. - Release - 6th Reg. WLB - 11-9-44

HICKS LAUNDRY AND DRY CLEANING CO., et al, Danville, Ill. and Laundry Workers, Cleaners and Dyers, local 126, AFL: 193 workers affected. National WLB denied company's petition for review and upheld Regional Board order of July 15, 1944, except that in connection with retroactivity of wage increases, National Board directed that parties negotiate any modification of the amount and method of payment in view of the financial condition of companies. Regional Board had ordered wage increases of one to six cents an hour retroactive to Nov. 1, 1943.

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16.

1. Con. Suits
2. Note from Agent
3. Draft of contract

U. S. Department of Labor
WOMEN'S BUREAU
Washington

16
V

Agent May Bagwell

Trade Union Survey:

Date Dec. 30, 1943.

I. General Information:

Draft of contract attached

A. Information concerning Local Union:

1. Name of union U.A.W.A. Affiliation C.I.O.
2. Local No. 278 Address 166 W. Jackson St., Chicago, Ill.
3. Name and title of head union official Mr. Robert Shelton, Pres.
4. Number local union members: total 600 (Approx.) women 300 (Approx.)
   (a) Kind of workers (check)
      (1) productive only #
      (2) clerical
      (3) maintenance #

500

5. Union fees and dues:

	Men	Women
(a) Amount:		
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.00 per mo.	$1.00 per month
(3) Other -for newspaper, etc.	$1.00 per yr.	$1.00 per yr.

6. Women's union activities:
   (a) Membership on union committees - specify committee:

Educational Committee

(Committees not all formed. Contract still pending before WLB)

   (b) Union offices -specify office:

Treasurer

   (c) Attendance at union meetings:

Very good. (Fine of 50¢ imposed if do not attend one meeting in three months.)

   (d) Other:

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

Contract pending before W.L.B. Contains provisions for equal pay for women; closed shop; and same seniority rights for women as for men.

Union now operates in shop through shop stewards and Grievance Committee.

Union is fighting for principle of equal pay for women.

Attitude of International Representative, Mr. Sahorske, amd Union President, Mr. Shelton, is very good in regard to advancement of women in shop and the elimination of discrimination which exists under the present wage scale.

I. **General Information** (continued):

B. **War Labor Board case data:**
((Attach copy of all regional WLB decisions involving this local and this plant

1. **Title** Dole Valve Co., and U.A.W.A. Local #278, C.I.O.
2. **Regional WLB case number** 111-2370D
3. **Date of Regional WLB decision** Case pending before Regional Board
4. **Type of case: voluntary** _____ **dispute** #
5. **What does the case involve? Does it involve women especially?**
   Wage scale, approval of contract, and equal pay for women. (Under present scale women get 15¢ less per hour than men do)

6. **What was the regional decision?**

   Case pending before Regional Board

7. **Did the union appeal? Yes** _____ **No** _____ **On what grounds:** _____

8. **What is the union doing about the case?**

   Pressing for a decision

I. General Information (continued): -4-

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of:
   (a) Contract furnished by W. B.
   (b) Later contracts or supplementary agreements

2. Name of plant Dole Valve Co.

3. Plant address 1923 Carol St., Chicago, Ill

4. Product Valves, airplane products (Plant is one of 24 main aviation plants in Chicago.

5. Kind of contract (check): Not yet approved by W.L.B.
   (a) Closed shop
   (b) Open shop
   (c) Other:
      (1) Preferential
      (2) Maintenance of membership

6. Number of employees: Total 900 (Approx.) Women 450 (Approx.)

7. Number of plant union members: Total 600 (Approx.) Women 300 (Approx.)

8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? -
   (b) Method of collection. Stewards collect

9. Were women employed on production before the war?
   Yes- Number increased as women have replaced men drafted

10. Plant union activities:
   (a) Shop stewards: Number men 25-30 Number women 12 -15
   (b) Membership on grievance committees
   No women- (7 men)

   (c) Membership on labor management committees: Yes # No
   Subcommittees: Yes No
      (1) Titles of subcommittees on which women serve

      (2) Comments on program affecting women:
      None as yet

16

II. Wages:

A. Contract Provisions:

Contract signed May '44 - see attached - not approved by WLB

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes _____ No _____
(1) By rate for the job, irrespective of sex: Yes _____ No _____
(2) By equal pay clause: Yes _____ No _____

(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes _____ No _____

(c) Does it provide same minimum rate for both at end of probation period? Yes _____ No _____

(d) If contract provides automatic progression policy, is it the same for women as for men: Yes _____ No _____

If not explain:

(e) Does contract provide rest periods for women and not for men? Yes _____ No _____

(1) If so, are rest periods deducted from pay: Yes _____ No _____
(2) Is there hourly rate differential due to rest periods? Yes _____ No _____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes _____ No # _____
(b) Are the rates listed by male and female: Yes _____ No # _____
(c) What is the highest job and rate set: Women Not set separately
Men Tool & Die Maker-$1.70 p.h.

Mr. Sahorske pointed out on job and rate sheet numbers of jobs where some women performed same work as men and received less pay. On inspection jobs women get 50¢-65¢ and men 70¢-90¢ for same work and top rate rate for men on inspection is $1.25 while top for women is 65¢ Starting rate is 50¢ for women and 60¢ for men

(d) In jobs employing both men and women, are rates the same? Yes _____ No # _____

In tool room women get 80¢ per hour for same work that men get $1.45 for.

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman
   (b) By agreement
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes # No_____
   (b) Men: Yes_____ No #
   (c) If difference in practice for men and women, explain:
   Starting rate is set at 50¢ for women and 60¢ for men. Actually, because it is hard to hire for these rates, men are arestarted at 60¢ - 66¢

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes # No_____

4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   Union is limited in what can do inside plant along this line until contract is approved

   (b) Training women in new skills
   No program

5. What is highest paid job and rate at which women are employed?
   Tool Room Attendant¢ hand screw machine operators. 80¢ per hour
   On piece work women machine operators average 80¢ - $1.15, a few making $1.30 - $1.45 per hour- actual earnings (base rate plus incentive)

6. Are any higher paid jobs suitable for women? Yes # No_____
   Practically all jobs in shop can be performed by women. Would have to have help in lifting of heavy pans of screws, but is heavy for men, too.

7. Is the lunch period longer for women than for men: Yes_____ No #
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

WFB

III. Seniority:

A. Contract Provisions:
(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes_____ No_____
   (b) Departmental: Yes_____ No_____

2. Does contract distinguish between men and women in regard to seniority?

   Yes_____ No_____ Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes_____ No_____
   (b) To the duration only: Yes_____ No_____

4. Does contract provide that placement on shifts shall be determined by seniority? Yes_____ No_____

5. Does contract provide leave of absence for illness or other similar good cause?

   (a) Maximum length:

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes_____ No #____ If not, explain:

   Women have not been given same priviledges in job advancement but have been kept on lower paid jobs

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes_____ No #____
   (b) Leave of absence: Yes #____ No_____

   If yes, what is time limit?

   90 days - Can be extended upon reasonable request

IV. **Persons Interviewed:**

On contract data:

Name	Position	Date
Mr. Frank J. Sahorske,	International Representative	12-29-'30

Plant Practices:

Name	Position	Date
Mr. Robert Shelton	President	12-30-'43

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date

(No women could be reached this week but possible that one or two wil be interviewed later)

Dole Valve Co.

Union: U.A.W.A. - C.I.O. - Local # 278
Chicago, Ill.

Interview with Mrs. Fortune Harrington, Shop Steward, 2617 W. Wilcox St., Chicago, Ill.

Mrs. Harrington stated that women members were quite active in the shop but that not many were willing or had time to take much responsibility.

She said that the women had equal seniority with the men.

She said that the War Labor Board had ordered a 3¢ increase and 5¢ starting rate but that the union had appealed the case so that the contract is not yet signed.

In her department (Packing) starting rates are 50¢ for women and 60¢ for men. Automatic progression is the same for men & women — 3-5¢ increases (each 30 days for 90 days).

Mrs. H. said she had tried hard to get the women to take more responsibility but it was very difficult. However they do take up their complaints thru the union.

DEPARTMENT OF LABOR F 16

File with Dole Valve Co.
Schedule & when
approved by WLB
I will fill out app. 11 & 12
& Schedule. (Am holding
copy of contract) Wks.

No. 203 GPO 16—31691-1

New York Times Feb. 29, 1944

The Supreme Court moved into a new area of labor relations today when it made two rulings holding that individual contracts cannot supersede collective bargaining agreements and may not be used to "forestall collective bargaining or deter self-organization." Both opinions were written for the eight-man majority by Justice Robert H. Jackson and both were opposed by Justice Owen J. Roberts.

The major decision was in the case of the J. I. Case Company of Rock Island, Ill., whose individual contracts with 400 employes were invalidated because it was held that they were designed to forestall collective bargaining.

The second case was the setting aside of a Fifth Circuit Court decision which had ruled against Railway Express Agency employes who had made individual contracts with the agency, which had put into effect a reduced wage scale without the thirty days' notices required in the Railway Labor Act.

In the J. I. Case Company case the majority decision stated that individual contracts were made Aug. 1, 1941. Subsequently the United Automobile Workers of America (CIO) was certified as exclusive bargaining agent as a result of an election, but the company held that its individual contracts barred negotiations while the individual contracts were in effect.

The NLRB, it was said, had held that the company had refused to bargain collectively and it was ordered to cease and desist from giving effect to the contracts. The ruling was upheld by the Circuit Court of Appeals.

The Jackson decision held that in certain cases, when employers may be under no legal obligation to bargain collectively, they may be free to enter into individual contracts, but no matter what the circumstances that justify individual contracts they "may not be availed of to defeat or delay the procedures prescribed by" the Wagner act.

The court maintained that "the very purpose" of the act was to supersede the terms of separate agreements of employes, with benefits open to every employe.

17.

No attached material

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent M. Bagwell

Trade Union Survey:

Date 12-27-'43

I. General Information:

A. Information concerning Local Union:

1. Name of union U.A.W.A. Affiliation C.I.O.
2. Local No. 834 Address [illegible] Forest Park, Ill.
3. Name and title of head union official (Office of President vacant)
   Mr. Frank J. Sahorske, International Representative
4. Number local union members: total 125 (Approx) women 105 (Approx.)
   (a) Kind of workers (check)
      (1) productive only #
      (2) clerical
      (3) maintenance #

84.0

5. Union fees and dues:

	Men	Women
(a) Amount:		
(1) Initiation fees	$2.00	$2.00
(2) Union dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
(3) Other		

6. Women's union activities:
   (a) Membership on union committees - specify committee:

Bargaining Committee
Labor Management Committee

   (b) Union offices -specify office:

Recording Secretary
Financial Secretary
Vice President

(Women have agreed that they want a woman president and it is expected that they will elect a woman.)

   (c) Attendance at union meetings:

Very good.
A fine of $1.00 is imposed for failure to attend a single meeting of the local. Members feel this is necessary in order to get full attendance and to be able to educate new members.

   (d) Other:

I. General Information (continued):

A. Information concerning Local Union (continued):

7. General comments:

Women are very active in plant and in union. There are only about 20 men in the plant, most of them High Schol boys. About 20 men have been drafted.

Women feel that men in union offices do not represent the women as well as women.

Mrs. Dorathy Ward, Chief Steward, attended the U.A.W.A. Convention in Buffalo and reports that the women delegated were quite active in the Convention and that they introduced a resolution calling for more women organizers.

I. General Information (continued):

B. War Labor Board case data:

((Attach copy of all regional WLB decisions involving this local and this plant

1. Title Wire Cloth Products, Inc., and United Automobile, Aircraft and Agricultural Implement Workers of America, C.I.O., Local #834
2. Regional WLB case number 111-2102-HO
3. Date of Regional WLB decision 10-20-'43
4. Type of case: voluntary _____ dispute #
5. a. What does the case involve? b. Does it involve women especially?

a. General wage increase of 5¢ an hour

b. Case involves women as most of employees are women. Question of equal pay as such not involved.

6. What was the regional decision?

Ordered 5¢ general wage increase, retroactive to June 14, 1943.

(Union had requested 15¢ increase as #### this would have brought wage scale in this plant up to that in other ##### plants where U.A.W. has contracts.)

7. Did the union appeal? Yes_____ No #_____ On what grounds:_____

8. What is the union doing about the case?

Nothing at present

(Expect to ask for another increase as wagees are low in this plant. Wages are much higher at Amertorp, large government owned war plant located in Forest Park. This makes it hard to keep labor)

I

General Information (continued): -4-

C. Plant union data:
(attach copy of any contract or agreements later than that used by W. B.)

1. Date and duration of:
   (a) Contract furnished by W. B.
   (b) Later contracts or supplementary agreements

2. Name of plant Wire Cloth Products, Inc.

3. Plant address 1421 Circle Ave., Forest Park, Ill.

4. Product Wire cloth products such as gas, oil and air strainers, filters, etc.

5. Kind of contract (check):
   (a) Closed shop Not in agreement but have verbal agreement with union that
   (b) Open shop workers who do not join union are dis-
   (c) Other: charged.
      (1) Preferential
      (2) Maintenance of membership #

6. Number of employees: Total 125 (Approx.) Women 105 (Approx.)

7. Number of plant union members: Total " " Women " "

8. Arrangement for payment of dues:
   (a) How long employed before allowed or required to join union? 60 days
   (b) Method of collection. Shop stewards collect.

9. Were women employed on production before the war?

Yes. All but about 20 were women.

10. Plant union activities:
   (a) Shop stewards: Number men 5 Number women 5
   (b) Membership on ~~grievance~~ bargaining committees-
   Yes- (Total 4; women 4)
   (c) Membership on labor management committees Yes # No
   Subcommittees: Yes No
   (1) Titles of subcommittees on which women serve

   (2) Comments on program affecting women:
   Program not worked out very well as company refused to have committee until WLB ordered it.

II. Wages:

A. Contract Provisions:

1. From the basic contract:

(a) Does the contract provide for equal pay: Yes __#__ No_____
(1) By rate for the job, irrespective of sex: Yes_#__ No_____
(2) By equal pay clause: Yes__#__ No_____
(b) Does contract provide same starting rate for inexperienced women as for inexperienced men: Yes__#__ No_____
(c) Does it provide same minimum rate for both at end of probation period? Yes_#__ No_____
(d) If contract provides automatic progression policy, is it the same for women as for men: Yes_____ No_____
If not explain:

(e) Does contract provide rest periods for women and not for men?
Yes_____ No #_____
(1) If so, are rest periods deducted from pay: Yes_____ No_____
(2) Is there hourly rate differential due to rest periods?
Yes_____ No_____

2. From job and rate sheet:

(a) Are the jobs classified by male and female: Yes_____ No__#__
(b) Are the rates listed by male and female: Yes_____ No__#__
(c) What is the highest job and rate set: Women Not set separately for wome
Men _____

Women: Spot welding, shear operator and acetylene torch - 70¢ per hour

Men: Press operator, buffer - 75¢

(d) In jobs employing both men and women, are rates the same?
Yes#____ No_____

II. Wages (continued):

B. Plant Practices:

1. How is comparability of work between men and women determined:
   (a) On decision of foreman
   (b) By agreement # (Is so provided in contract)
   (c) By job evaluation

2. Are the majority of workers started at lowest rate in plant?
   (a) Women: Yes_____ No # (Starting rate is 55¢ but due to diffculty in hiring for that actual starting rate is now 65¢
   (b) Men: Yes_____ No # (Do.)
   (c) If difference in practice for men and women, explain:

3. Is it prevailing practice to keep women at lower paid jobs longer than men?
   Yes_____ No #_____
   Few higher paid jobs held by men are men who have been in plant a long time
4. What is union doing toward upgrading women?
   (a) Adapting the job to women
   Not necessary- women can doo all jobs in plant except machinists' jobs.

   (b) Training women in new skills

5. What is highest paid job and rate at which women are employed?
   Seam welding, spot welding, acetulene torch, shear operator- 70¢ p.h.

6. Are any higher paid jobs suitable for women? Yes # No_____

7. Is the lunch period longer for women than for men: Yes_____ No #
   (a) If so, is it paid for: for women_____ for men_____
   (b) If longer for women, give reason_____

III. Seniority:

A. Contract Provisions:
(If there is contract later than that supplied by W.B. but copy cannot be obtained, copy seniority provisions relating expressly to women and attach to schedule.)

1. Type of seniority:
   (a) Plant-wide: Yes # No____
   (b) Departmental: Yes____ No____

2. Does contract distinguish between men and women in regard to seniority?

   Yes____ No # Explain:

3. Does contract limit women's seniority rights?
   (a) To other women: Yes____ No #
   (b) To the duration only: Yes____ No #

4. Does contract provide that placement on shifts shall be determined by seniority? Yes____ No ##
   However, seniority can be exercised in moving from one shift to another

5. Does contract provide leave of absence for illness or other similar good cause? Yes. Not definite limit and can be exrended upon request by union committee to cover pregnancy.
   (a) Maximum length:
   Not definite

B. Plant Practices:

1. If no sex difference in contract, are women given equal seniority with men? Yes # No____ If not, explain:

2. What is plant practice with respect to pregnancy?
   (a) Discharge: Yes____ No #
   (b) Leave of absence: Yes # No____

   If yes, what is time limit?

   Not definite. Arrangement is made in each case through union committee.

IV. Persons Interviewed:

On contract data:

Name	Position	Date
Frank J. Sahorske,	International Representative	12-27-'43
Mrs. Dorothy Ward	Chief Shop Steward	12-28-'43

Plant Practices:

Name	Position	Date

Women's Union Activities:

Name	Position	Date

General Union Information:

Name	Position	Date

18

1. Comments
2. Directive Order before War Labor Board
3. Memorandum to War Labor Board

18.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

January 22, 1944

Agent May Barwell

Date 1-27-'44

Plant involved Ingersoll Steel & Disc Division of Borg Warner Corp.

Name, title, address of persons interviewed.

Mr. Joseph Ebehardt, President; Mr. H. Gustafson, Vice President; Mr. Joe LaFond, Recording Secy.; Miss Bernice Saltys, Financial Secy.-Treas.; ~~Mr. Ralph Kerfin~~, Mr. Ralph Kerfin, Publicity & Education Chairman; Mr. Freddie McCullough, Chairman, Grievance Committee.& of Labor Management Committee, Mr. Bud McCublough, Sgt. at Arms, Mrs. Sally Kipper, Shop Steward

Trade Union Survey

A. Information Concerning Local Union:

1. Name of union U.F.E.M.W.A. Affiliation C.I.O.
2. Local No. 139 Address 956 W. 119th. St.
3. How long local organized? Began organizing April 1942. Certified as bargaining agent October 1942
4. How long women members Since April 1942 when union was organized
5. President's name and address, if not listed above
6. Plants organized by local union:

Names	All plant employees Approx. Men	All plant employees Approx. Women	Union employees Approx. Men	Union employees Approx. Women
Ingersoll Steel & Disc Division of Borg Warner Corp.-	~~535~~	265	~~400~~	200

7. Union cost to worker:	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None imposed as yet but has been decided that Local will, in future, impose fine for failure to attend meetings. Amount not yet decided	
d. Other		

8. Women's local union activities:

a. Union committees other than plant committees:

—

b. List other committees on which women might serve:

Education & Publicity Committee (Chairman has been appointed, a manon Executive Board, but committee not yet organized)
(Local is now sending about twelve members, two or three of whom are women, to workers' education classes ~~xxxx~~ organized by Chicago Workers Education Council. Local pays cost of $5.00 each.)

c. Local union offices held by women:

Financial Secretary-Treasurer

d. Attendance at union meetings:

All persons interviewed say that is is very hard to get the women members to attend meetings. Dances given by the Local are well attended. (Men do not attend much better in proportion to numbers employed)

9. Union program and union's official attitude toward women: (Give source of comments.)

Most of Executive Board members wereseen at the union office just before they were to hold a meeting. Their attitude toward the women is good. They are very much interested in getting equal pay for the women and state that they do not get it under the Board's order, which gives women, on jobs not identical with men's less than the company offered. They also want to see the Board's order of the "principle of equal pay" carried out in practice. They felt that the women were not interested in taking responsibility.

Mrs. Sally Kipper, very active shop steward, said that the attitude of the men was very good and that they tried very hard to protect the interests of the women in the shop.

10. **What is union's attitude toward equal pay: (Give sources.)**

Local union officials want the principle of equal pay for women put into effect in plant and feel that the next step is to re-evaluate jobs. Lou Brooks, International Representative of the union, felt that there was discrimination against women allowed by the Board's order. He stated that it was the policy of the U.F.E.M.W.A. to secure the same pay for women as for the men Union Committee tried to get equal pay for women agreed to during negotiations of contract before taking case to Labor Board. They feel that now they will have to have help on getting jobs re-evaluated.

Mrs. Sally Kipper, shop steward, stated that on inspection jobs ~~where~~ women receive less than the men do she thinks that the work that the women do on the line and also some of the other jobs women perform ~~are working doing work that~~ is comparable to that done by the men. She says that the women complain to her about this.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)
Not available- Union had only one copy but will print later)

1. **Name of plant** Ingersoll Steel & Disc Division of Borg Warner Corp.
2. **Address** Chicago, Ill.
3. **Product** Cartridge cases, auto. trucks, aircraft, tanks, farm inplements, furnace parts, etc.
4. **Number of employees:** (Approx.) **Men** 535 **Women** 265
5. **Number of union members in this plant:** (Approx.) **Men** 400 **Women** 300
6. **How long union recognized in this plant:** Certified as bargaining agent October 1942.
7. **How long women in this plant members of union:** Since April 1942
8. **Arrangement for payment of dues: (check one)**

   Checkoff # **Steward** **Other**
9. **Were women employed on production in this plant in normal times:** No

10. **Women's union activities in this plant:**

a. **Shop steward: No. men** ? N.R. (Did not know) **No. women** 5 or 6
(Bernice Saltys thought there were about 20 men)

b. **Grievance committees: No. men** 4 **No. women** 1

c. **Contract or bargaining committee: Yes** _____ **No** # (Work done by Grievance Com.)
No. men _____ **No women** _____

d. **Labor management committees: Yes** # **No** _____
No. men 4 **No. women** 2

e. **Other union committees in plant; whether women represented:** _____
Education & Publicity Committee- no women members
Safety Committee- no women members " "

11. **Union program in this plant affecting women: (Give sources.)** _____
No special program for women. Women included in general program activities

C. **Contract: (Productive Workers)**

1. **General Information:**

a. **Source of contract information:**

(1) **Interviews with** President & Executive Board Members
(2) **Verified by reference to contract** * Not by agent but President referred
(3) **Contract attached to schedule** _____ (to & read from contract in answering questions
Not available- None printed as yet and Local had only one copy.

b. **Date contract expires** Dec. 31, 1944 - automatic renewal if neither party desires change

c. **Kind of contract: (check)**

(1) **Closed shop**
(2) **Open shop**
(3) **Other:**
(a) **Preferential**
(b) **Maintenance of membership** #

* Agent checked Interim Order of WLB on contract

2. **Wages:** Question of wages was dealt with separately by W.L.B.. Directive order of Regional Board establishes differential in starting rates. (See Order attached)*

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes NR No NR. P 9 7 Schedule

(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes NR No NR

(1) If such policy, same for women as for men: Yes _____ No _____

c. Does contract provide for equal pay: Equal pay ordered by W.L.B. (See Order attached)

(1) By equal pay clause: Yes NR No _____

(2) By rate of job: Yes NR No _____

3. **Seniority:**

a. Types of: Plant wide #- after 12 mos. servic Departmental # _____

b. Does contract limit women's seniority rights?

(1) To other women: Yes _____ No # _____

(2) To the duration only: Yes _____ No # _____

(3) If any seniority provision different for men and women, explain:

4. **Working Conditions:**

a. Does contract provide rest periods: Men No Women Yes

b. Contract provision for lunch period:

(1) No provision #

(2) Length of lunch period: Men _____ Women 15" twice ea. shift

(3) Paid for: Men _____ Women Paid for on day work but on P.W. earnings lost for that time

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No _____

(1) Maximum length 12 mos.

(2) Length of service necessary to get maximum No requirement stated in contract

D. **Job and Rate Sheet:**

1. Are jobs and rates classified by male and female: Yes _____ No # _____
But 78/employees women are on ten job classifications which are women's jobs not listed as F

2. In jobs employing both men and women, are rates the same? Yes # No _____

(Rates are the same after women qualify on men's work jobs, and when jobs are identical. Starting rate is different. On women's jobs if- when man is put on he gets his former rate which is higher. Mrs. Kipper reported that some of so called women's jobs are comparable to men's yet women get less.)

E. **Plant Practices:**

1. **What method is used in determining comparability of work between men and women?**
   a. **Decision of management** # Management places worker on job and then afterwards is difficult for union to act.
   b. **By bargaining**
   Explain:

2. **Is a formal job evaluation plan used in determining comparability: Yes_____ No_#____ Comments:**
   Union officers feel that jobs are not properly evaluated.

3. **Cite various opinions as to whether majority of women are kept at lower paid job longer than men:**
   a. **If so, is it due to suitability of job: Yes_____ No_____**
   Comment Women interviewed stated that women were not held back but put on all jobs they could perform
   Mr. Eberhardt, President, stated that women were not held back. ~~but~~ Company ~~did~~ puts ~~them on higher paid jobs but if~~ women ~~are~~ transferred to new jobs ~~they~~ put on temporary jobs of sweeping, etc. ~~they go back at the 53¢~~ minimum rate while on the temporary job. Minimum for men is 77¢. Plant is busy now so no transfers have been made since Board order Mr. Brooks felt that there needed to be further interpretation of the same. Board order. Did not seem to know what would happen in case of transfers
   b. **If to other reasons, explain**

4. Method of pay for majority of women: (Check one.)
   a. Time_____
   b. Piece # _____

5. Are women given equal seniority with men: Yes # _____ No_____
   If not, explian

6. Placement on shifts:
   a. Number of shifts 3
   b. Does placement depend on seniority: Yes_____ No # _____
      Explain:

      New employees are hired to fill vacancies on any shift but in case of transfers they move from one to another by seniority. This is not so important as the shifts rotate every two weeks.

7. Rest periods:
   a. Does plant allow formal rest periods: Men No Women Yes
   b. If so, are they paid for: Men - Women Yes
   c. If deducted:
      (1) By hourly rate differential: Men_____ Women_____
      (2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 15" Women 15"
   b. Paid for: Men Yes Women Yes
   c. If sex differential, give reason:

9. What is plant practice in regard to pregnancy:
   a. No policy: None #
   b. Discharge_____
   c. Leave of absence_____
      (1) If yes, what is time limit_____

No cases have come up in which leave has been requested. One woman quit.

F. War Labor Board Case:

1. Title of case Ingersoll Steel & Disc Division, of Borg Warner Corp. Chicago & U.F.E.M.W.A., Local 139, C.I.O. Regional Number 4246D

2. Date of regional decision: 12-31-'43

3. If pending before National Board, check_____

4. Type of case: (check one) Voluntary_____ Dispute #

5. Was case brought at time of negotiation of contract? Explain.

Yes. In negotiating for new contract union was demanding general wage increase, equal pay for women, and new starting rates for men and women, & night shift bonus. Agreement not reached so case went to W.L.B. as dispute case.

Union demand was for starting rate of 65¢ for women ~~xxxxxxxx~~ to be increased to 77¢ in 30 days; and for 77¢ starting rate for men.

6. What led to union taking it to W. L. B. Explain background of case: (hiring) Agreement not reached during negotiotions on terms of contract. Current rates were 53¢ to 58¢ for women and 67½¢ for men. Company and union reached agreement on starting rate for men (77¢) but could not agree on women's rate. Company offered 62½¢ provided that where women were employed on men's jobs they should receive the minimum rate for men.
(See Memorandum dated Dec. 11, 1943 attached)

7. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

Union asked for equal pay clause in catract.
Starting rates before were 53¢ to 58¢ for women and 67½ cents for men.
Union demand was for 77¢ starting rate for men and 65¢ starting rate for women with increase to 77¢ in 30 days
Re-eavaluation of jobs was not ~~asked for~~ reported to have been asked for but Mr. Eberhardt stated that they were going to have to get help in getting this done.

F. War Labor Board Case

1. Title of case- Ingersoll Steel & Disc Division of Borg Warner Corp., Chicago, Ill. & U.F.E.M.W.A.-C.I.O., Local 139

2. Date of Regional decision: May 7, 1943

3. If pending before National Board-

4. Type of case: Voluntary_____ Dispute___#___

5. Was case brought at time of negotiation of contract? No

6. What led union to take it to W.L.B.:

Women on men's jobs were, when work was changes, being put on day work (sweeping, etc.) at women's day rate(53¢-58¢ rate). All women were at this time hired in at 53¢ per hour. About 6 women complained but many more were involved. Case was taken to W.L.B.. Went to arbitration May 7, 1943.

7. Issues:
Equal treatment for women and men.

8. W.L.B. Ruling:

That, since women were on piece work part of time and on the day work part of the time they would get the men's minimum day rate (67½¢) if their day work and piece work earnings did not total this amount.

9. If equal pay was ordered when did it become effective?
Effective as of date of decision.

10. Ruling is is effect but no cases come up now as they are very busy and no changes being made in work.

11. Benefit to women- increase in hourly rate for time that are on day work- from 53¢-58¢ to 67½¢ rate.

8. **W. L. B. Ruling.** (Attached)

1. Increase in minimum hiring rates- for men from 67½¢ to 77¢; for women ~~From~~ no change except where work is identical with men's in which case minimum shall be 65¢ and increased to 77¢ after 30 day period or upon qualification. Retroactive to Dec. 31, 1942.
2. 4½¢ general wage increase in day rates and also to reflect 4½¢ increase in p.wp earnings. Retroactive to Dec. 31, 1942.
3. Principle of equal pay for equal work for women- to be adopted by the parties and individual cases of adjustment to be subjected to Grievance procedure.
4. Terms to be incorporated in signed agreement.

9. **If equal pay was ordered, when did it become effective: (Check one)**
   a. **On date of expiration of contract** #
   b. **On date of certification to W. L. B.** _____
   c. **On date of W. L. B. decision** _____
   d. **Not yet in effect** _____

10. **If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:**

Ruling now in effect. Back pay not yet received. Increase in wages received for first time this week.

11. **How did women workers benefit from case?**

Women on women's jobs get only the benefit ofthe 4½¢ general increase. On men's jobs they will get, if hired directly for those jobs and not on women's jobs first, the higher starting rate of 65¢. Majority are on piece work and get the 4½¢ increase in piece rates.

Women interviewed stated that the women had benefited by the union ~~xxxxxxx~~ but they did not understand too **m**all details of W.L.B. case.

Comments-

Attitude of men toward women- The attitude of the men officers in the union toward the women members was quite good. They were pretty sore about the Labor Board decision on hiring rates for women. The union is new and leaders are not so well experienced in union procedure. Agent feels that officers do not yet know how to promote a program that would interest the women or that this is necessary. They could probably capitalize on the gains they havemade for the women to interest more of them but officers and committeechairmen are all working and their spare time has gone to the necessary business of getting the union organized, handling grievances, W.L.B. case, etc.

Women's attitudes- The women say that they have benefitted by the union and that conditions are much better now than before they had the union. They feel that all of the owmen know this but that they just haven't time to attend union meetings while working six days and with the union meetings held on Sunday (necessary beauseof three shifts).Bernice Saltys seems very interested and responsible but was reluctant to take office.
Mrs. Kipper felt that the women were quite active in the shop but that they needed to do something more to get them more interested She feels that the Workers education classes which she is attending are of much help and would that it would be of benefit to the union if more women could attend such classes.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of:	:	Llec 31-1943
INGERSOLL STEEL AND DISC DIVISION OF BORG-WARNER CORPORATION	:	
and	:	
UNITED FARM EQUIPMENT & METAL WORKERS OF AMERICA, LOCAL 139, CIO	:	CASE NO. 4246-D

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 2, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties, denies the Union's request for shift premiums, and orders that the following terms and conditions of employment shall govern the relations between the parties:

1. The minimum hiring rate for male workers shall be increased from the present 67½¢ per hour to 77¢ per hour (except apprentices). The minimum hiring rate for female workers shall not be changed from its present rates except where the work performed is identical to that performed by males, in which case the minimum shall be (65¢) and increased to 77¢ after a 30-day period or upon qualification.

Where not identical — old rate - 53¢ to 58¢ — prevails

2. A general increase of 4½¢ per hour shall be instituted in all rates except those provided for in paragraph 1 above. In this connection not only shall day rates and base rates and guaranteed rates be increased, but also piece prices shall be increased by the amount necessary to reflect a 4½¢ increase in piece-work earnings.

3. The principle of equal pay for equal work for women, as set forth in General Order No. 16 and Modifications and Amendments thereof, shall be adopted by the parties and individual cases of adjustment shall be subject to the grievance procedure provided in the contract.

4. Paragraphs 1 and 2 hereof shall be retroactive to December 31, 1942.

Any employee who has either quit or been discharged between the retroactive date established by a Directive Order of the National War Labor Board and the date of the Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the Armed Forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

II. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect fifteen (15) days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, in which event this order shall be suspended untildisposition of the petition for review, unless

the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree.

IV. If price relief is requested, as required by Executive Orders Nos. 9250 and 9328, as supplemented by the Directive of May 12, 1943, paragraphs 1, 2, 3, and 4 of this order shall in any event become effective only upon determination by the Office of Price Administration that the wage increase ordered in those paragraphs will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (Dissenting with respect to wages and retroactivity.)	FOR LABOR (Dissenting with respect to wording of the equal pay clause and denial of a night shift premium.)
s/Robert K. Burns	s/J. B. Beardslee	s/Joseph J. Kehoe
s/Dale Yoder	s/Thomas B. Freeman	s/Samuel C. Evett

MEMORANDUM

December 11, 1943

TO: Members of the Sixth Regional War Labor Board

FROM: John O. Levinson

SUBJECT: Ingersoll Steel and Disc Division of Borg-Warner Corp. and United Farm Equipment & Metal Workers of America, Local 139, CIO, Case No. 4246-D

INVESTIGATOR: Marguerite Gilmore.

BACKGROUND: This case was certified to the National War Labor Board on December 23, 1942. The case was heard by a Panel which reported to the National Board, whereupon an interim Directive Order was issued taking care of all issues except wages. (? Contract) Aug 18, '43

It should be noted that the interim directive order directed that any wage increases which might be made should be retroactive to December 31, 1942.

The case was subsequently transferred to this Board for disposition on the basis of stabilized rates in the area.

Miss Gilmore met with the parties several times and arrived at conclusions, most of which are in harmony with the majority recommendations of the original Panel.

ISSUE ONE: Hiring Rates for Male and Female Workers.

Current rates are 67½¢ for men and 53¢ to 58¢ for women. Recommendation on which parties agree is that male minimum rate shall be raised to 77¢. In her formal recommendation the investigator stated "and the minimum for females (shall be raised) from the present 53¢ to 58¢ range to 65¢ when the work is identical to that performed by males, with the further provision that they shall be increased to 77¢ after a 30-day period."

Upon receipt of this recommendation the Company called on the Investigator and stated that the language was not perfectly clear to them. The Investigator therefore submitted to me a clarified version of this clause which reads in substance: "and the minimum for females shall be increased.....to 65¢ per hour, with the further provision that when the work is identical to that performed by males the female rate shall be increased to 77¢ after a 30-day period or upon qualification."

Company Comments: The Company in its comments states that the clause is acceptable to it if the clause means that the female hiring rate is to be 65¢ only when there is identical work performed to males.

It should be noted in this connection that the company at one stage of the procedings offered an absolute minimum of 62½¢ for women. It should further be noted that a 30-day period is provided in which women may qualify for identical work with males.

Comment: It would consequently seem questionable to institute a differential during that 30-day period when the comparable quantity and quality of work cannot be determined until the end of the 30-day period.

I would have this further suggestion with respect to language, namely, the word "identical" in the second to the last line be interpreted in light of General Order 16.

ISSUE TWO: General Wage Increase.

The Panel and the Case Investigator recommend a 4½¢ general increase in all other rates and in piece-work earnings.

Wage Stabilization Comment: Wage Stabilization approves the 4½¢ increase if limited to a day rate basis. The reason stated is that 64% of the people are on piece-work and since their earnings are above stabilized rates no general increase is warranted for them.

Comment: Inasmuch as neither party alleged the existence of intraplant inequality which an increase to day workers might correct, and inasmuch as the Company apparently accepts the 4½¢ increase across the board contingent upon the denial of a night shift premium, it would appear that to limit the 4½¢ increase to day workers would probably create inequality.

ISSUE THREE: Equal Pay for Equal Work.

The Panel recommended equal pay for women on jobs heretofore performed by men. The Case investigator recommends the adoption of the general principle for equal pay for equal work heretofore performed by men. She further includes the Panel's recommendation that when women are assigned to jobs formerly performed by men, the content shall not be changed without substantiated cause and setting of rates for new jobs shall be by job evaluation and not on the basis of a sex differential.

I think the Board's standard clause, plus a provision that individual adjustments under the principle should be taken up through the grievance procedure should be considered.

ISSUE FOUR: Shift Premium.

The Panel's recommendation is split. The Industry member recommended no premium; the public member recommended 5% for both second and third shifts; the labor member recommended specific cents per hour on the basis of the fact that the shifts rotate. The case investigator recommends no shift premium, indicating that had she recommended a shift premium she might have limited the general increase to the cent and one-half due under maladjustment.

Union Comment: The Union points out that the rotating shift was instituted in 1941, and that no adjustment was made in the rates at that time or since. Furthermore, there are still a few employees not on a rotating shift who receive the same rates as those on rotating shifts.

It should further be pointed out that companies in the area do pay shift premiums and that International Harvester, which has the same 77¢ minimum rate as established in this case, pays a 10% premium.

ISSUE FIVE: Retroactivity.

In accordance with the National War Labor Board's Directive, any adjustments herein should be retroactive to December 31, 1942.

WAGE STABILIZATION DIVISION
REPORT OF RECOMMENDATION
DISPUTE CASE

Date:	December 3, 1943
Case No:	4246 D
Company Name & Location:	Ingersoll Steel & Disc. Division, Borg Warner Corp., Chicago
Union:	United Farm Equipment and Metal Workers of America, Local #139, C.I.O.
No. of Workers Involved:	716
Number Employed:	About 800
Price Relief:	None
Type of Work or Product:	Cartridge cases, automobile trucks, aircraft, tanks, farm implements, furnace parts, etc.

I. WAGE ISSUES

A. Union Demand: (1) a general increase of 12½ cents per hour; (2) increase in the minimum rate for male workers from 67½ cents to 77 cents per hour, and the establishment of a 65 cents per hour minimum for female workers to be raised to 77 cents in thirty days as in force at the International Harvester Company; (3) 10% bonus for second and third (night) shift workers.

B. Company Position: (1) a general increase of 4½ cents per hour; (2) for male workers an increase in the minimum rate 67½ to 77 cents per hour; for female workers a minimum rate of 62½ cents provided that where women are employed on men's jobs they shall receive the minimum rate for men; (3) no night shift bonus.

C. Panel Recommendation: (1) A majority composed of the Public and Labor Members recommended a general increase of 4½ cents per hour. (2) The same majority recommended an increase in the minimum rate for male workers from 67½ to 77 cents per hour, and an increase in the minimum rate for female workers so that such rates will equal the minimum rates paid female workers at the International Harvester Co. (3) The Public member recommended a 5% night shift bonus, the Labor member a 5 cents per hour bonus, and the Industry member denial of a night-shift bonus.

D. The Case Investigator's Recommendation: (1) A general increase of 4½ cents per hour. (2) Increase in the minimum rate for male workers from 67½ to 77 cents per hour, and an increase in the minimum rate for female workers "from the present range of 53¢ - 58¢ per hour to 65¢ per hour when the work is identical to that performed by males with the further provision that the female rate shall be increased to 77¢ after a 30 day period or upon qualification". (3) No night-shift bonus.

II. BASIS OF PANEL OR CASE INVESTIGATOR'S RECOMMENDATIONS

A. Maladjustment: The Panel accepted the company's statement that the average straight-time earnings in January, 1941, were 74.8 cents, and added 2.5 cents (the amount of a Christmas bonus) to compute the maladjustment - allowable from a base of 77.3 cents. The company has given two general increases of five cents since January 1941. The panel concludes that "the employees would therefore be entitled to an additional increase of 1.6 cents per hour". The case investigator concluded that, since the Christmas bonus is not necessarily a part of the wage-structure, it should not be included in the January 1941 base from which the maladjustment-- allowable is computed. On this basis, the employees are entitled to an increase of 1.2 cents per hour.

B. Substandards: Not an issue, since the minimum hiring rates are $.53 (F) and $.67½ (M).

C. Intra-plant Relationships: Not an issue.

D. Inter-plant Relationships: It was on this basis that both the panel and the case investigator made their recommendations for minimum rates and general increases. The specific basis was the fact that the West Pullman Works of the International Harvester Company, located across the street from the subject company, was ordered by the National Board to increase its wages 4½ cents per hour and its minimum (male) rateto 77 cents. The panel and the case investigator recommended identical increases for the subject company. Also a majority of the panel recommended increasing the female minimum rate to that prevailing for female workers at the International Harvester Company. It also recommended that women receive equal pay for equal work. The Harvester Company pays 57½ cents to female employees employed on "special female jobs" its minimum rate for women doing identical work to men is 65 cents, which is increased to 77 cents after 30 days or upon qualification by the female employee. The case investigator "concurs with the Panel's recommendation for 65¢ for work identical to that performed by males, increased to 77¢ after a 30 day period or upon qualification, but she believes that there should be no further differentiation for special female jobs as included in the International Harvester structure".

E. Effective Prosecution of the War: Not considered.

III. Comments of the Parties on Panel or Case Investigator's Recommendations.

A. Union: (1) The union questioned the correctness of the company's statement of rates and asked that the Board assign an investigator's to check the company's records. (2) The union expressed a willingness to accept the panel's recommendation of a 4½ cents an hour increase, provided the Board will rule that the Christmas bonus must be retained as a permanent feature of the wage structure. (3) The union expressed a willingness to accept the panel's recommendation of a 77 cent minimum rate for male workers, "but finds that the minimum rate for females, although directed by the Boardto be the same as that of the International Harvester Company is not specific enought", in that the company has three plants in Chicago. The panel recommended increases to make the rates of the subject company "identical with those of the International Harvester Company located across the street. The union "would like to amend the panel's position" so that the minimum rates for female employees would be the same as the other two International Harvester plants (Tractor Works and McCormick Works) instead of West Pullman plant of the International Harvester Company, located across the street from the subject company.

B. The Company:: In commenting upon the panel's report the company questioned the basis for the panel's recommending a general increase "because the company has not followed the wage pattern of the International Harvester Company in the past". However, the company was willing to pay the general increase of 4½ cents per hour and the minimum rate of 77 cents per hour for men. The company also questioned the justification for the panel's recommendation, that the subject company establish the same minimum rate for women that is paid women at the International Harvester Company, which would mean a rate of 57½ cents per hour instead of 62½ cents, proposed by the company. The company questioned the panel's recommendation of five cents or five per cent as a night shift bonus on the grounds that the Board has not ordered night shift bonuses "where a company is not part of the steel industry, but has had the practice of rotating its shifts".

IV. APPLICATION OF STABILIZATION PRINCIPLES

A. Maladjustment: As stated in the Wage Stabilization memorandum, dated July 31, 1943, prepared for the National Board, "it has been Board policy not to consider Christmas and similar bonuses under the maladjustment formula. If, therefore, the 2⅛ cents per hour Christmas bonus is excluded in calculating the maladjustment correction, the average straight-time hourly earnings in January, 1941, were 74.8 cents. Fifteen per cent of this is 11.2 cents. Thus, on this basis, a further increase of only 1.2 cents per hour is appropriate to correct maladjustment".

B. Substandards: Not applicable. The present minimum for women is 53 cents, and for men 67½ cents per hour.

C. Intra-plant Relationships: Not an issue.

D. Inter-plant Relationships: The following table shows the company's present rates, the average straight-time hourly earnings, the proposed rates, and the stabilized rates for those occupations for which stabilized rates are available:

TABLE I

Job Classification	Day - rates Present	Day - rates Proposed	Present piece work Expected earn.	Average Straight time hrly earn.	Stab. Rates
(5) Machinist B	1.10-1.15	1.14⅛-1.19⅛		1.11	.85-1.00 T
(7) " C	1.00-1.05	1.04⅛-1.09⅛		1.029	
(5) Millwright B	.75- .90	.79⅛- .94⅛	1.00	1.045	.80- .90 T
(6) Welder B	1.06-1.075	1.10⅛-1.12		1.066	.72- .88 T
(2) " C	.95-1.00	.99⅛-1.04⅛		.975	.60- .73 T
(9) Electrician	.975-1.075	1.02 -1.12		1.03	1.00-1.20 T
(3) Carpenter B	.875- .90	.92 - .94⅛		.898	.75 -.85 T
(8) Tool & Die Maker B	1.16-1.20	1.20⅛-1.24⅛		1.18	1.25-1.40 T
(1) Inspector (Tool)	1.05	1.09⅛		1.05	A .85-1.05 T
(7) " (Routine)	.675- .87	.77- .91⅛	.915	1.21	B .80- .90 T
(27) " (Partial)	.53 - .58	.57⅛-.62⅛	.69	.857	C .62- .72 T
(3) " (Leader")	.63	.67⅛	.75	.938	C .62- .72 T
(7) " (Line)	.80 - .90	.84⅛- .94⅛		.828	B .80- .90 T
(6) Labor (male)	.675	.77		.675	.60- .75 E
(12) " (female)	.53 - .58	.57⅛- .62⅛		.58	.60- .75 E
(5) Machine set-up man	.95 -1.05	.99⅛-1.09⅛		1.03	1.05-1.25 T
(2) Chucking Mach. Op.	.675- .95	.77 - .99⅛	1.03	1.05	.90-1.10 T
(8) " " Loader	.53 - .58	.57⅛- .62⅛	.835	.94	.60- .75 T
(3) Set-up Man (dies)	.90 - .95	.94⅛- .99⅛		.917	.80- .95 T
(1) Blacksmith	.95	.99⅛		.95	1.00-1.20 T
(1) Tool Crib Attendant	.85	.89⅛		.85	.73- .89 T
(1) Shear Operator	.675	.77	.995	1.10	.72- .88 T
(4) Trucker	.675	.77		.675	.60- .75 T
(2) Mach. Burner Op.	.675	.77	.95	1.26	.78- .96 T
(5) Press Op.(Taper disc Wheels)	.675	.77	1.31	1.31	1.12-1.36 T
(2) Spray & Hand Painter	.85	.89⅛		.85	.80-1.00 T
(5) Drill Press Op.	.675	.77	.865	1.049	C .60- .70 T
(1) Roll Turner	1.05	1.09⅛		1.05	1.00-1.20 T
(30) Grinding Mach. Op. (Rough)	.675-.815	.77 - .85	.915	.971	A .90-1.10 T
(5) " " "(Salvage)	.675-.73	.77 - .77⅛	.835	1.323	B .70- .85 T C .60- .70 T

The company, the union, the panel, and the case investigator have all agreed to a 4½ cents per hour general increase; hence, the present rates plus 4½ cents are the only rates now proposed for approval, and are listed as the "proposed" rates in the above table. About thirty-one per cent of the employees (224 out of 716) are in occupations for which stabilized rates are available. In 60 per cent of these occupations, which include 75% of the employees in occupations for which stabilized rates are available, the proposed increases may be approved.

It should be noted that in the above table the minimum proposed rate for male employees is 77 cents, instead of the present rate plus 4½ cents. The company, the union, the panel, and the case investigator have all proposed 77 cents as the minimum male rate. However, there is no such agreement on the minimum female rate. Hence, in the table above, the proposed general increase of 4½ cents is added to the present rates for those occupations to which the present minima for female employees apply.

The table below lists all the jobs which are described by the company as being performed by women only. These are also the jobs to which the minimum female rates apply.

Women's Jobs

TABLE II.

Job-Title	No.	Present Min	Panel Prop.	Co. Proposal	Union Prop.	Expected P.W. earn.	AST HE	Stab. Min.
Partial Insp.	27	$.53	.57½	.62½	.65	.69	.857	.62
Leader" "	3	.63	.67½	--	--	.75	.938	--
Chucking Mach. Loader	8	.53	.57½	.62½	.65	.835	.942	.60
Conveyor "	14	.53	.57½	.62½	.65	.69	.778	--
Washer	17	.53	.57½	.62½	.65	.69	.86	--
Misc. Labor	12	.53	.57½	.62½	.65	--	.58	.60

Women classified as "Labor, Miscellaneous" are "new employees not otherwise classified, awaiting definite classification doing various and sundry types of labor". The "washer" jobs seems to be a common-labor job, "load or unload parts onto washer mat". The same seems to be true of the "conveyor loader" whose job is to "get part from skid and place on conveyor or remove part from conveyor and drop in skid". The "partial inspector inspects one or two certain places on a product with the aid of gages". The "leader partial inspector" directs the group of partial inspector, hence, a five to ten cent differential in the present day- rates. Inasmuch as the company's rate-structure places all of these jobs at the same level (plus the differential for the "leader partial inspector") it would probably not be advisable to approve different minimum rates for them. Of the two stabilized minimum rates applicable to this group of occupations ($.60 and .62), the latter is recommended, thus leaving the minimum of the range for none of the occupations below the stabilized minimum, although some will be slightly above. It should be noted that the principle involved here is bringing the rate for employees who are below the range up to the minimum of the range. All "women's jobs" are, therefore, brought up to the minimum of ranges applicable to the jobs, as such, i.e., Class C Inspector and common labor.

One-third of the classifications for which stabilized rates are available are classifications to which the minimum male rate applies. Of the 78 employees included in these ten classifications, 63 are in seven classifications for which the proposed 77 cent minimum is approvable. The other three classifications are:

No. of Empl.	Job-Title	Proposed	Stabilized Range
6	Labor (misc.)	$.77	$.60 - .75
4	Trucker	.77	.60 - .75
5	Drill Press Op.	.77	.60 - .0

In two instances the proposed rate is two cents higher, and in one instance seven cents higher, than the maximum of the stabilized ranges. However, the

Company's rate-structure place 44 jobs at the same starting rate, and it would probably not be advisable to approve different minimum rates for them. The 77 cents rate, approvable according to stabilized rates, is identical with the minimum male rate at the Harvester plant across the street. This is contrast with the minimum female rate at the Harvester plant ($.57½), which is below the minimum of the stabilized ranges for the jobs to which they apply in the subject company.

It should be noted that all of the discussion of wage rates up to this point has been based upon a comparison of "day rates" with stabilized rates. If, however, the piece-work earnings are compared with stabilized rates no general increase can be recommended. About 64 per cent of the employees (460 out of 716) are in classification with piece-rates. In none of these classifications for which stabilized rates are available are the average straight-time hourly earnings below the stabilized rates. In most instances they are above the maximums of the stabilized ranges.

No discussion is necessary on the night-shift bonus issue, since the National Board has announced its policy of no bonus for rotating shifts. The subject company has rotating shifts.

E. Effective Prosecution of the War.

This principle is not applicable to any of the wage issues in this case.

IV. WAGE STABILIZATION RECOMMENDATIONS

1. A general increase of 4½ cents an hour on the basis of day rates only; or, if the Board takes piece-work earnings into consideration, no general increase.

2. A minimum male rate of 77 cents an hour and a minimum female rate of 62 cents an hour (i.e., for the jobs now considered "women's jobs"), with the provision that where women are employed on men's jobs they shall receive the minimum rate for men.

3. No night-shift bonus.

OFFICER

E. B. McNatt, Director
Wage Stabilization Division

W. A. Daniel, Analyst, Area B

W. P. Mors, Section Chief, Area B

TR

INGERSOLL STEEL & DISC CO., Chicago, and United Farm Equipment and Metal Workers of America, local 139, CIO; 1100 workers affected. In an interim Directive Order, Board ordered parties to continue to operate under terms and conditions of contract which expired on August 18 until such time as a new contract is decided by negotiations of the parties or order of the WLB; one industry member dissented. 10/44

PORAY CO., INC., Chicago, no union involved, 450 workers affected. Board partially approved company's application; approved modified schedule for automatic length of service increases at stated intervals from 1 to 24 months; effective June 19, 1944.

AMERICAN BRAKE SHOE CO., American Forge Division, Great Lakes Plant, Chicago, Illinois and United Farm Equipment and Metal Workers of America, local 164, CIO; 413 workers affected. Board decided dispute between parites; denied union's request for sick leave and severance pay; ordered standard maintenance of membership, with usual 15-day escape period; and checkoff of union dues by company; ordered that employes with one year's service shall receive one week's vacation with pay, computed at rate of three per cent of average stragiht time hourly earnings for preceding year, and employes with 5 or more years service shall receive two weeks vacation with pay computed at 4 per cent of average stragiht time hourly earnings for preceding year; ordered revision of grievance procedure; Industry and Labor members dissented to various sections of order.

MATTHIESSEN & HEGELER ZINC CO., LaSalle, Illinois and International Union of Mine, Mill & Smelter Workers of America, local 80, CIO; 550 workers affected.

hour); plan for automatic merit and [illegible] increases applicable [illegible] limitations of Amended General Order 31.

APPLETON COATED PAPER CO., Appleton, Wis., and Coating Mill Workers Union of Wisconsin. With Labor members dissenting, Board denied proposed three cents an hour wage increase and increases in starting rates, since present rates are equal to stabilized rates set for paper and pulp industry in Wisconsin and Minnesota.

HARNISCHFEGER CORP., Milwaukee, Wis., and United Steelworkers of America, local 1114, CIO; 354 workers affected. Board approved agreement of parties, which provide increases to day work employes from 7½ to 10 per cent; progression schedule for spra painters and storeroom men; increase in female hiring rate from 50 to 55 cents an hour; extension of 5 cents an hour welding bonus to Department P. S. Crane Men. Decisions on vacations previously issued on August 1, 1944. Ruling effective Dec. 1 1943; one Industry member dissented.

SOUTHERN INDIANA GAS & ELECTRIC CO., Evansville, Ind., and Independent Utilities Workers Union, local 1, Independent; 195 workers affected. Board decided dispute between parties; denied union's request for general wage increase, with Labor members dissenting; approved parties agreement providing 48 hours vacation pay for employes with one year's service and 96 hours of vacation pay for employes with 5 or more years service; and ordered that wage rates at the Ohio River and Division Street stations shall be equalized in so far as comparable work is involved, parties directed to negotiate on this issue for 30 days and if unable to agree report back to Regional Board.

19

1. Comments
2. Memorandum to War Labor Board
3. Report and Recommendations of the Hearing Officer

19

U. S. Department of Labor
WOMEN'S BUREAU
Washington

January 22, 1944

Agent M. Bagwell

Date 2-3-'44

Plant involved Industrial Lamp Corp.

Name, title, address of persons interviewed

Mr. Frank Rogers, International Representative, U.F.E.M.W.A., 1110 S. Oakley Blvd., Chicago, Ill.

Mr. Sam Mauro, President, U.F.E.M.W.A. Local # 125, 1432 Cleveland Ave., Chicago, Ill.

Miss Mildred Siegel, Financial Secretary, U.F.E.M.W.A. Local #125, 975 W. 19th. St., Chicago, Ill

Trade Union Survey

A. Information Concerning Local Union:

1. Name of union U.F.E.M.W.A. Affiliation C.I.O.
2. Local No. 125 Address 1110 S. Oakley Blvd., Chicago, Ill
3. How long local organized? May 1, 1941 (Contract signed)
4. How long women members May 1941
5. President's name and address, if not listed above
6. Plants organized by local union:

Names	All plant employees (Approximate figures)		Union employees	
	Men	Women	Men	Women
Industrial Lamp Corp.	1	40	1	40

7. **Union cost to worker:**

		Men	Women
a.	**Initiation fees** ~~$2x00x~~	$2.00	$2.00
b.	**Dues (specify period covered)**	$1.00 per mo.	$1.00 per mo.
c.	**Fines (" what for)**	None	
d.	**Other**	None	

8. **Women's local union activities:**

a. **Union committees other than plant committees:**

None- (Local union is very poorly organized, beyond handling grievances in plant there is little activity)

b. **List other committees on which women might serve:**

None

c. **Local union offices held by women:**

Financial Secretary-Treas.

d. **Attendance at union meetings:**

Have few meetings. Have not had one for some time.

9. **Union program and union's official attitude toward women: (Give source of comments.)**

Union members are all women except one, ~~mxx~~ Sam Mauro, the President. He states that he took the office only because no one else would do so.

Mr. Lou Brooks, U.F.E.M.W.A. Representative, stated that the union had been organized mostly by one very active woman who was the first President. After she quit work there they had nursed the union along but that the people were of rather low caliber- "the kind who would accept work at 30¢ an hour".

10. **What is union's attitude toward equal pay: (Give sources.)**

Question of equal pay not a problem as production workers are all women except for the one man who is in machine shop.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Industrial Lamp Corp.

2. **Address** 2501 So. Dearborn St., Chicago, Ill.

3. **Product** Sheet metal fabrication, spraying and assembling- War product- Black out lamps for army vehicles Normal time products- for stove industry

4. **Number of employees: Men** 1 **Women** 40 (Approx.)

5. **Number of union members in this plant: Men** 1 **Women** 40 (Approx.)

6. **How long union recognized in this plant:** Since May1, 1941

7. **How long women in this plant members of union:** Since May1941

8. **Arrangement for payment of dues: (check one)**

Checkoff _____ **Steward** _____ **Other** Paid to Financial Secy.-Treas. in shop

9. **Were women employed on production in this plant in normal times:** _____

Yes

10. Women's union activities in this plant:

a. Shop steward: No. men None No. women None

b. Grievance committees: No. men None No. women None
Grievances handled by President

c. Contract or bargaining committee: Yes # No

No. men 1 No women 5

d. Labor management committees: Yes No #

No. men No. women

e. Other union committees in plant; whether women represented:
None

11. Union program in this plant affecting women: (Give sources.)

War Labor Board case shows that women have gained by the increse in wages of 5¢ an hour. Also Sam Mauro described some of complaints that come up from day to day and it seems that they are able to settle them satisfactorily. Mildred Siegel also felt that they were able to settle grievances satisfactorily. She said that the company cooperated pretty well. She complained of the low wage ~~xxx~~ and said that many had quit because of this but that she had been there a long time and felt that if she left to go to war plant she would be out of a job after the war. She felt that they should do something to get further increase in wages and is going to talk to Mr. Brooks, International Representative of the Union.

C. Contract: (Productive Workers)

1. General Information:

a. Source of contract information:
No contract available.
(1) Interviews with President, Financial Secy.-Treas., Int. Union Rep.
(2) Verified by reference to contract None available
(3) Contract attached to schedule

b. Date contract expires June 29, 1943

c. Kind of contract: (check)

(1) Closed shop #
(2) Open shop
(3) Other:
(a) Preferential
(b) Maintenance of membership

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No
(1) If not, rates: Men Women

b. Automatic progression policy: Yes No #
(1) If such policy, same for women as for men: Yes No

c. Does contract provide for equal pay:
(1) By equal pay clause: Yes No #
(2) By rate of job: Yes No #

3. Seniority:

a. Types of: Plant wide Departmental #

b. Does contract limit women's seniority rights?
(1) To other women: Yes No #
(2) To the duration only: Yes No #
(3) If any seniority provision different for men and women, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men Women
(3) Paid for: Men Women

c. Does contract provide leave of absence for illness or other similar good cause: Yes No #
(1) Maximum length
(2) Length of service necessary to get maximum

D. Job and Rate Sheet:

1. Are jobs and rates classified by male and female: Yes No #

2. In jobs employing both men and women, are rates the same? Yes No
No jobs performed by both men and wamnn

E. **Plant Practices:**

1. **What method is used in determining comparability of work between men and women?**
   a. **Decision of management** # (Management gave ~~men~~ women same rate men had when they took over jobs of men drafted)
   b. **By bargaining**
   Explain:

2. **Is a formal job evaluation plan used in determining comparability: Yes_____ No #_____ Comments:**

   Not necessary as women got the same rate

3. **Cite various opinions as to whether majority of women are kept at lower paid job longer than men:** Women on all jobs
   a. **If so, is it due to suitability of job: Yes_____ No_____**
   Comment

b. **If to other reasons, explain**

4. Method of pay for majority of women: (Check one.)
   a. Time #
   b. Piece

5. Are women given equal seniority with men: Yes # No
   If not, explian

6. Placement on shifts:
   a. Number of shifts 1
   b. Does placement depend on seniority: Yes No
      Explain:

7. Rest periods:
   a. Does plant allow formal rest periods: Men ~~No~~ Yes Women Yes
   b. If so, are they paid for: Men Yes Women Yes
   c. If deducted:
      (1) By hourly rate differential: Men Women
      (2) By deduction for amount of time involved: Men Women

8. Lunch periods:
   a. Length of lunch period: Men ½ hr. Women ½ hr.
   b. Paid for: Men No Women No
   c. If sex differential, give reason:

9. What is plant practice in regard to pregnancy:
   a. No policy:_____
   b. Discharge_____
   c. Leave of absence #_____
      (1) If yes, what is time limit 3 mos.- can be extended

F. War Labor Board Case:

1. Title of case Industrial Lamp Corp. & U.F.E.M.W.A., C.I.O., Local No. 125, Chicago, Ill Regional Number 111-2653-HO

2. Date of regional decision: 11-26-'43

3. If pending before National Board, check_____

4. Type of case: (check one) Voluntary_____ Dispute #_____

5. Was case brought at time of negotiation of contract? Explain.
Yes. In June 1943 company & union negotiated for new contract and agreed on existing provisions of old contract except for wages. Union asked for increase of 10¢ an hour and for starting rate of 50¢ an hour for female and 60¢ for male employees. (At that time the jobs were different for men and women and jobs men were on were higher paying jobs. About 20 to 25 men worked in machine shop) Conciliator was called in and case certified to W.L.B.

6. What led to union taking it to W. L. B. Explain background of case:

7. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.
No. Women were in agreement(according to Mildred Siegel) that women's jobs were not as difficult to do. ~~#####xidxthat~~ Women's jobs, assembly, were not highly skilled and do not require so much training.

8. W. L. B. Ruling.

General increase of 5¢ an hour to all employees
Starting rate of 45¢ an hour

9. If equal pay was ordered, when did it become effective: (Check one)
   a. On date of ~~expiration~~ of contract #
   b. On date of certification to W. L. B.
   c. On date of W. L. B. decision
   d. Not yet in effect

10. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

11. How did women workers benefit from case?

Received wage increase of 5¢ an hour and increase in starting rate from 40¢ to 45¢ an hour

Comments:

Sam Mauro, President, had a very good attitude toward the women in the shop and seemed to be handling their complaints very well but he has too much to do outside with his family affairs, block politics, keeping up home, etc. and doesn't give much time to union affairs outside of shop. He states that the Financial Secretary-Treasurer does not cooperate with him- does not notify him promptly when people are behind with dues, does not pay him for time spent on grievances promptly, etc. He says that on the low wage he makes he cannot afford to take time to do so much for the union and doesn't therefore attend meetings called by the International Union' Political Action Committee, etc.

Mildred Siegel did not say anything to indicate prejudice toward the Negro women (Only 8 women are white) but Mr. Brooks stated that when the Negroes were hired the white women demanded that the Wash rooms be partitioned. This had not been done and evidently the matter worked out alright. Mildred Siegel said that the white and Negro women worked together without trouble and that they would stick together for an increase or other demand. She said "she had tried to call a meeting" recently but something prevented it. It appears to agent that the white women may fear the election of Negro officers as this was mentioned but statement made was that the Negro who was to run for President was not a good person as she worked too closely with the foreman.

Agent feels that International Union should take responsibility for helping women in such a situation. The District Office should have some representative on their staff who would at least work with all the Locals on educational matters. Mr. Rogers has recently come to this District office and does not know the unions very well as yet. There is one woman on the staff who was referred to by Mr. Brooks as being very capable and responsible. Agent will contact her when in Chicago at later date.

MEMORANDUM November 11, 1943

TO: Members of the Sixth Regional War Labor Board

FROM: Helen Spigel, Review Officer

SUBJECT: Industrial Lamp Corporation (Chicago, Illinois) and United Farm Equipment and Metal Workers of America, CIO, Local No. 125 Case No. 111-2653-HO

HEARING OFFICER: Sonya Spiesman

COMPANY: Manufactures blackout lamps for Army vehicles and at present is going through a period of cancellation of war contracts. Its work is light sheet metal fabrication, spraying and assembling.

UNION: The Union has been collective bargaining agent since May 1941. The last contract expired June 29, 1943. Negotiating for a new contract, a dispute arose over Union demands for wage increases and the case was certified to the National War Labor Board July 13, 1943. Sixty four (64) employees are involved.

Union originally demanded a general increase of 10¢ per hour and starting rates of 60¢ for men and 50¢ for women. Company offered a general increase of 3¢ an hour.

At the hearing the parties agreed upon (1) a general increase of 5¢ an hour retroactive to June 29, 1943, retroactive pay to be awarded all employees on the Company's payroll as of September 12, 1943; and (2) a starting rate of 45¢ per hour for all employees, effective as of August 30, 1943.

Hearing Officer recommends approval of this agreement on the grounds that at present only eight employees are getting more than 50¢ an hour, rates range from 40¢ to 63¢, the highest rate being paid the maintenance mechanic, and the established stabilized range for common labor in the area and industry is 50¢ to 60¢. Wage stabilization approves.

NATIONAL WAR LABOR BOARD
223 West Adams Street
Chicago 6, Illinois
Region VI.

WAGE STABILIZATION DIVISION
REPORT ON RECOMMENDATION
DISPUTE CASE

Date:	October 28, 1943
Case Number:	111-2653-H.O.
Company Name and Location:	Industrial Lamp Corporation (Chicago, Illinois)
Number of Workers Involved:	64
Number of Workers Employed:	64
Price Relief:	None
Type of Work or Product:	Sheet metal fabrication, spraying and assembling.

I. WAGE ISSUES

A. Union Demand:

Originally, the union demanded a ten-cents per hour general increase, a starting rate of 50 cents an hour (female) and 60 cents an hour (male).

B. Company Position:

A general increase of three cents per hour.

C. Hearing Officer's Recommendation:

1. A general increase of five cents an hour; and
2. A starting rate of forty-five cents for all employees.

II. BASES OF HEARING OFFICER'S RECOMMENDATIONS:

A. Maladjustment:

Not considered.

B. Substandards:

"Substandards", as such, not considered.

C. Intra-plant Relationships:

Not considered.

D. Inter-plant Relationships:

The hearing officer's decision rests upon a comparison of the company's present range of $.40-$.63 per hour for all of its employees as against an established stabilized range of $.50-$.60 for common labor in this area for the industry.

III. COMMENTS OF THE PARTIES ON HEARING OFFICER'S RECOMMENDATIONS

None

IV. APPLICATION OF STABILIZATION PRINCIPLES

Principles:

A. Maladjustment:

The average straight time hourly earnings on January 1, 1941, was 33.7 cents. Two general increases totaling 15 cents per hour, given on May 1, 1941 and June 23, 1942, have exhausted the maladjustment potential.

B. Substandards:

Of the 64 employees, 56 are receiving less than 50 cents per hour. The company's minimum rate is 40 cents per hour. The hearing officer's report recommends a general increase of five cents per hour and a starting rate of forty-five cents an hour since "the company is classified as a "distressed industry", and since the union is willing to have its members start at the rate of 45 cents an hour until the company improves its volume of business and the present contract expires". The resulting range of forty-five to sixty-eight cents, covering all job classifications in the plant, is approvable accoreing to stabilized rates as shown below (under "D).

C. Intra-Plant Relationships:

Not an issue.

D. Inter-plant Relationships:

The following table shows the company's job classifications, the number of employees in each, the present hourly rate, the rates recommended by the hearing officer, and the stabilized rates.

JOB CLASSIFICATION	NO. OF EMPLOYEES	PRESENT RATE	HEARING OFFICER'S RECOMMENDATION	STABILIZED RATE	STABILIZED RATE
Assembly and Packing	38	.40-.58	.45-.53		.50-.70 (T)
Punch Press	8	.40-.57	.45-.52		.50-.60 (T)
Spraying	11	.43-.54	.48-.59		----------
Cord	3	.40-.55	.45-.60		----------
Shearing	1	.55	.60		----------
Spot Welding	1	.55	.60		.77
Receiving and Shipping	1	.50	.55		.80
Maintenance (mechanic)	1	.63	.68		----------

Three-fourths of the employees (48 out of 64) are in job classifications for which stabilized rates are available. As shown in the above table, the rates recommended by the hearing officer may be approved under stabilized rates and application of the intra-plant principle.

E. **Effective Prosecution of the War:**

Not an issue.

V. WAGE STABILIZATION RECOMMENDATION

That the following rates agreed upon by the parties and recommended by the hearing officer be approved:

(1) A general increase of five cents an hour, and
(2) A starting rate of forty-five cents an hour for all employees.

E. B. McNatt, Director
Wage Stabilization Division

W. A. Daniels, Analyst-Section B

Wallace P. Mors, Section Chief-Area B

dmw

UNITED STATES OF AMERICA
before the
NATIONAL WAR LABOR BOARD
Region VI

In the Matter of:	:	
	:	September 11, 1943
INDUSTRIAL LAMP CORPORATION	:	
(Chicago, Illinois)	:	CASE NO. 111-2653-HO
and	:	
UNITED FARM EQUIPMENT AND METAL	:	
WORKERS OF AMERICA, CIO	:	
LOCAL NO. 125	:	

REPORT AND RECOMMENDATIONS OF THE HEARING OFFICER

The Parties

The Industrial Lamp Corporation, hereinafter known as the Company, was organized and incorporated under the laws of the State of Illinois in 1937. Primarily it has been engaged in the manufacture of portable lamps which are attached to stoves. About 95% of its product was supplied to the stove industry. Its payroll in 1941 was 250. In the latter part of 1942 the Company discontinued all civilian work and converted its production to help the war effort. In June, 1942, it decided to install a tool and die shop and make the tools and dies necessary to manufacture combination headlights, blackout headlights, and blackout parking lights, dome lights, and tail lights, which are used by the U. S. Army on tanks, trucks, jeeps, howitzers, etc. The present production personnel is 64. The Company's work is light sheet metal fabrication, spraying and assembling.

In the past 90 days the Company has been asked to cancel many of its contracts for accessories for tanks, trucks, etc., because the supply has been over produced. As a result of this the Company was nearly forced into bankruptcy. It negotiated a Government "V" loan through the First National Bank of Chicago, with which to finance its going operations. As of June 30, 1943, the Company had not recovered any of the losses resulting from the cancelled war contracts, and many more of its contracts are being held up until further instructions from the Ordnance Department.

The United Farm Equipment and Metal Workers of America, Local No. 125, hereinafter known as the Union, was organized on May 1, 1941, after a walkout of a few hours. At that time the cause of the walkout was the refusal of the Company to grant the employees a 10¢ increase. The Company granted the increase requested that same day and the workers resumed their jobs. The first negotiations with the Company started May 31, 1941; the contract then formulated expired May 30, 1942. Since the Company had lost most of its employees at that time, having less than 50 in the plant, the old contract was renewed until such time as there was an appreciable increase in the number of employees.

History of Dispute

On June 29, 1942, the parties met to negotiate the second contract. At this time the only change in the contract was a 5¢ an hour general increase. At the expiration of the 1942 contract in June of 1943, the parties again met and agreed on the existing provision of the contract except for wages. The Union asked for a general increase of 10¢ an hour; it asked for a starting rate of 50¢ an hour female, 60¢ an hour male. An impasse was reached and Conciliation Service of the U. S. Department of Labor was called to assist in settling the dispute. A meeting with the Conciliator brought the parties no closer together and by a join' stipulation the case was certified to the National War Labor Board on July 13, 1943. The dispute as then transmitted to the Sixth Regional War Labor Board and assigned to this Hearing Officer. Both parties appeared at a hearing scheduled in Chicago on August 27, 1943. They fully participated in the proceedings.

The Issues

1. Wages
2. Retroactive Pay

I. Wages

The rates now paid by this Company to its employees, exhibited by the Payroll of July 26, 1943, are as follows:

Table I

No. of Employees	Job Classification	Present Hourly Rate
26	Assembly and Packing	.40
4	"	.43
6	"	.45
1	"	.47
1	"	.48
1	Punch Press	.40
2	Punch Press	.43
4	"	.45
1	"	.47
3	Spraying	.43
1	"	.45
3	"	.47
1	"	.48
2	"	.50
1	"	.54
2	Cord	.40
1	"	.55
1	Shearing	.55
1	Spot Welding	.55
1	Receiving and shipping	.50
1	Maintenance	.63

The starting rate in the Assembly and Packing Unit, is 40 cents an hour, raised to 43 cents after 3 months, to 45 cents after 6 months, and to from 48 to 50 cents after 9 months. In the Punch Press, Spot Welding, Spraying and other Departments, the rates range from 45 cents to 55 cents an hour. The highest rate paid is 63¢ received by the maintenance mechanic.

The employees are also paid time and one-half over 40 hours work and time and one-half for more than 8 hours worked in any one day. If they are employed on Saturday they also receive time and one-half even though they are not employed the 40 hours in the week.

Both parties agree that the maladjustment formula has been met.

Of the 64 people employed by this Company, as of July 26, 1943, 28 are receiving 40¢ an hour. Only 8 employees are getting 50¢ or more an hour. The highest rate paid is 63¢ an hour and this is paid to the maintenance mechanic in the plant.

The Union is asking for a minimum starting rate of 50¢ an hour for females, and 60¢ for males. It maintains that this is the only plant uder its jurisdiction in the greater Chicago area, which continues to have a starting rate of less than 70¢ an hour. It is convinced that if the rate granted is based on the prevailing sound going rate in the area that the employees' wages at this Company would be considerably higher. The Union wishes to have the rates adjusted to meet the differential between the present substandard rate and what is the standard and sound prevailing rate in the area.

The Company contends that it is operating at a loss and is unable to make any increase in wages to its employees. The Company admits that the rates paid to its employees are lower than those in the area but it exphins that most of its employees are unskilled and vagrant, staying with the Company only for short periods of time.

Before the conclusion of the hearing, however, both parties agreed to the following:

1. A general increase of 5¢ an hour, retroactive to June 29, 1943, the retroactive pay to be awarded to all employees on the Company's payroll as of September 12, 1943.

2. The establishment of a starting rate of 45¢ an hour for all of its employees, effective as of August 30, 1943.

Both parties request the Board's approval of these rates and of the retroactive conditions otherwise provided in the stipulation.

Since the Wage Stabilization Division of the Sixth Region has set 55 cents an hour as the flat common labor rate in this area for the Electrical Machinery Industry, including the manufacture of electrical portable lamps, it seems reasonable to recommend to the Board the approval of the agreement reached by the parties. The 5 cents an hour increase will raise the rate of the highest paid employee now engaged by the Company to 68 cents an hour, and the lowest paid employee to 45 cents an hour. Moreover, the Sixth Regional Wage Stabilization Division estimates a common labor range from 50 cents to 60 cents an hour for the industry in this area. The Company's minimum rate falls as low as 40 cents an hour; 10 cents below the minimum of the stabilized range, and 15 cents below the flat rate of 55 cents an hour for the area. Since the Company is classified as a "distressed industry", and since the Union is willing to have its members start at the rate of 45 cents an hour until the Companyimproves its volume of business, and the present contract expires, the undersigned will recommend the approval of a 5 cent general increase as agreed to between the parties, and a minimum starting rate of 45 cents an hour.

II. Retroactive Pay

The Union based its date for retroactive pay as of June 29, 1943, the expiration date of the prior contract. It contended that it is only just and fair that the workers should not be penalized for the length of time it takes to resolve this dispute. It wished this retroactive date to apply to all payments awarded by the Board. The Company's position on retroactive pay was that the employees it hired for the summer period only,mostly high school girls, were not entitled to any retroactive pay in this instance. Retroactive pay should be paid only to its steady employees, as of September 12, 1943. Retroactivity for the minimum starting rate of 45 cents an hour, it contended should be set as of August 30, 1943, when it began its fall hiring. The employees who had been with the Company continuously were deriving the benefits of the 5 cent general increase and were covered by the date for retroactivity set above for this increase.

The Union's willingness to accept retroactive pay as of June 29, 1943, for those employees only who are on the Company's payroll as of September 12, 1943, is based on the fact that the employees who came into the plant between these dates are high school girls hired for the period indicated and hence not entitled to retroactive pay. The employees who remain on September 12th represent the Company's regular employees. The date set for retroactive pay on the minimum starting rate of 45 cents an hour, as of August 30, 1943, is based on a concession made by the Union upon the Company's agreement to withdraw its initial intention to ask for price relief. This retroactive date would add no additional burden to the Company, nor would it force any added sacrifice upon the Company's present regular employees. It will therefore be recommended.

Recommendations

Pursuant to the above findings and considerations, the undersigned recommends the Regional War Labor Board, acting on behalf of the National War Labor Board, and pursuant to Executive Orders No. 9017, No. 9250, and No. 9328, approve the agreement of the parties as follows:

1. That the Company grant a general increase of 5¢ an hour retroactive to June 29, 1943. The retroactive pay to be awarded to all employees on the Company's payroll as of September 12, 1943.

2. That the Company establish a starting rate of 45¢ an hour for all new employees effective as of August 30, 1943.

Respectfully submitted,

/s/ Sonya F. Spiesman
Hearing Officer
Disputes Division
Sixth Regional War Labor Board

20.
2 ments
3. Letter of Approval
4. Dissenting Opinion of Industry Members
5. Report of Recommendation
6. Dissenting Opinion and Request for Review by the National WLB
7. Newspaper Clipping Wygant Appointed in Dalternational CIO Bendix Division Staff
8. Butler and Exchange - employees paper
9. Agreement pamphlet

520

U. S. Department of Labor
WOMEN'S BUREAU
Washington

January 22, 1944

Agent May Bagwell

Date 2-8-'44

Plant involved Studebaker Corp. Aviat. & Automotive Plants

Name, title, address of persons interviewed Agreement attached

W. L. Burgoyne, President, Local # 5, U.A.W.A.-C.I.O., 919 S. Michigan Ave., So.Bend, Ind.
Mr. Harold, Financial Secy., " " " " " " " " "
Mrs. Julia Wentland, Member Sick & Welfare Committee, 1517 W. Dunham St., South Bend,
Mrs. Odie Janney, Union member & Secy of South Bend C.I.O. Industrial Union Council 407 E. Calvert St., South Bend, Ind.
Mrs. Bertha Duffey, Chief Shop Steward, Inspection Receiving Dept., 829 Eckman St., South Bend, Ind.
Mrs. Anna Paege, Shop Steward, Upholstering Dept., 412 S. Scott St., South Bend, Ind.
Miss Edna Tieman, Miss Dorothy Lane, Union members, 407 E. Calvert St., " " "

Trade Union Survey

A. Information Concerning Local Unions

1. **Name of Union** U.A.W.A. **Affiliation** C.I.O.
2. **Local No.** 5 **Address** 919 So. Michigan St., South Bend Ind.
3. **How long local organized?** Since 1934
4. **How long women members** 1934
5. **President's name and address, if not listed above**
6. **Plants organized by local unions:**

Names	All plant employees (Approximate figures)		Union employees	
	Men	Women	Men	Women
Studebaker Corp. Aviation & Automotive Plants	14000	3000	14000	3000

7. **Union cost to worker:**

	Men	Women
a. Initiation fees	$5.00	$5.00
b. Dues (specify period covered)	$1.00	$1.00

c. Fines (" what for) $1.00 for not voting in annual election of officers

d. Other Fines may be imposed when member drops out of union due to failure to pay dues, upon application ~~for~~ to join again.

8. **Women's local union activities:**

a. **Union committees other than plant committees:**

Legislative, Education, Organizational, Union Label, Publicity, Sick & Relief, Recreation and Election Committees

b. **List other committees on which women might serve:**

Constitution & By-Laws

c. **Local union offices held by women:**

None

d. **Attendance at union meetings:**

Poor attendance- men and women- due to lack of gas and distances traveled between homes and union hall

9. **Union program and union's official attitude toward women: (Give source of comments.)**

No special program for women. Activities for both men and women.

Mr. Burgoyne stated that the men in the plant had a good attitude toward the women but he made the remark during conversation with agent that " he "stayed away from the women's departments as much as possible".

Mrs. Janney stated that " the men did not try to get increases for the women on women's jobs"

Mrs. Duffey stated that the men "did not want the women to become stewards" (See P 10)

10. **What is union's attitude toward equal pay: (Give sources.)**

~~##########~~ Union agreement provides for separate seniority lists for men and women but this has been suspended for duration. This applies to hourly rated employees, including 2000 women. This indicates that men did not secure full rights for women to move freely by seniority to all higher paying jobs equally with men.

However, at present, the women get the same pay as the men do. The women all reported that they did get the same pay as the men. They did not even know about the male and female ~~grouping~~ seniority groupings provided for in the contract. Mrs. Duffy, a chief shop steward, employed in plant 21 years, got out her contract and read it for the first time.

Mr. Burgoyne reported starting rates as 80¢ for women and 90¢ for men in some departments but said that the union might be able to eliminate this differential.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Studebaker Corp.
2. **Address** South Bend, Ind.
3. **Product** Aircraft engines, U.S. Army trucks, ordnance material
4. **Number of employes: Men** 14000 **Women** 3000 (Approx. 600 before war)
5. **Number of union members in this plant: Men** 14000 **Women** 3000 Approx.
6. **How long union recognised in this plant:** Since 1934
7. **How long women in this plant members of union:** Since 1934
8. **Arrangement for payment of dues: (check one)**

   Checkoff _____ **Steward** _____ **Other** Must be paid at union office

   New plan to be made effective for voluntary check-off.
9. **Were women employed on production in this plant in normal times:** Yes but number has increased greatly since war.
10. **Women's union activities in this plant:**

    a. **Shop steward: No. men** 280 **No. women** 60 (Have about 1 steward for each 50 women employees) (Have about 1 man steward for each 50 men employed)

    b. **Grievance committees: No. Men** 14 **No. women** 0

    c. Negotiating **Contract or bargaining committees: Yes** _____ **No** _____
    No. men _____ **No women** _____

    d. **Labor management committees: Yes** # **No. women** _____
    No. men 9 **No. women** 0

    e. **Other union committees in plant; whether women represented:** None
11. **Union program in this plant affecting women: (Give sources.)**

    No special program for women other than the activities for both men and women

C. Contract: (Productive Workers)

1. General Information:

a. Source of contract information:

(1) Interview with W. L. Burgoyne, Pres.
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires Contract continuous unlessacanceled by either party.

c. Kind of contract: (check)

(1) Closed shop
(2) Open shop #
(3) Other:
(a) Preferential
(b) Maintenance of membership

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No
(1) If not, rates: Men Women

b. Automatic progression policy: Yes # (for/trainees) No
(1) If such policy, same for women as for men: Yes # No
If policies differ, explain

c. Does contract provide for equal pay: #
(1) By equal pay clause: Yes No #
(2) By rate of job: Yes No
By Article on Wage Procedure (pp 10-12 of Contract, attached)

d. If contract does not provide for equal pay, does it openly discriminate against women: If so, explain:

3. **Seniority:**

a. **Types of:** Plant wide # Departmental

b. **Does contract limit women's seniority rights?**
(1) **To other women:** Yes # (but not for war period) No
(2) **To the duration only:** Yes No #
(3) **If any seniority provision different for men and women, explain:**

Contract provides for separate seniority lists for men and women This provisions has been suspended for duration but after war revert to formmr plan. (p 4 of Contract)

4. **Working Conditions:**

a. **Does contract provide rest periods:** Men No Women No

b. **Contract provision for lunch period:**

(1) **No provision** #
(2) **Length of lunch period:** Men Women
(3) **Paid for:** Men Women

c. **Does contract provide leave of absence for illness or other similar good cause:** Yes # No
(1) **Maximum length** Limited periods not to exceed 1 year
(2) **Length of service necessary to get maximum** Not stated

D. Job and Rate Sheet:

1. Method of pay for majority of women: (Check one.)
   a. Time #
   b. Piece

2. Are jobs and rates specifically listed by male and female: Yes_____ No #____

3. In jobs employing both men and women, are rates the same? Yes #_____ No_____

E. Plant Practices:

1. What method is used in determining comparability of work between men and women:
   a. Decision of management #
   b. By bargining
   Explain:

2. Is a formal job evaluation plan used in determining comparability: Yes_____ No___#_____Comments:

3. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
   a. If so, is it due to suitability of job: Yes_____ No_____
   Comment

Mr. Burgoyne stated that women were upgraded by seniority same as men

Women interviewed stated that women were not kept at lower paid jobs.

b. If to other reasons, explain

4. Are women given equal seniority with men: Yes # at present/time No_____
If not, explain

5. Placement on shifts:
   a. Number of shifts 2 (In aviation some men work on 3rd. shift)
   b. Does placement depend on seniority: Yes_____ No #_____
   Explain:

6. Rest periods:
   a. Does plant allow formal rest periods: Men Yes Women Yes
   b. If so, are they paid for: Men Yes Women Yes
   c. If deducted:
      (1) By hourly rate differential: Men_____ Women_____
      (2) By deduction for amount of time involved: Men_____ Women_____

7. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason:

8. What is plant practice in regard to pregnancy:
   a. No policy:_____
   b. Discharge_____
   c. Leave of absence #
      (1) If yes, what is time limit 1 year

F. **War Labor Board Case:**

1. **Title of case** Studebaker Corp. & **Regional Number** 6-17,944
   U.A.W.A-C.I.O., Local 5

2. **Date of regional decision:** 9/27/'43 & 11/1/'43

3. **If pending before National Board, check**_____

4. **Type of case: (check one) Voluntary**_____ **#**_____ **Dispute**_____

5. **Was case brought at time of negotiation of contract? Explain.**
   No.

6. **What led to union taking it to W. L. B. Explain background of case:**
   Case was brought to W.L.B. because of differential in pay of hourly rated and preductive employees. Company and union agreed on incentive plan which was proposed in application to W.L.B.

7. **Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.**
   Equal pay not a wuestion. Incentive plan approved by Board and being tried out Trial period ends 3rd. week in February. Involves elimination of waste, proper utilisation of labor, etc.
   Mr. Burgoyne stated that it would affect 6000 hourly rated employees, 2000 women and that he expected that it would mean a substantial increase in hourly earnings for this group.

8. W. L. B. Ruling.

9-27-'43- Order of disapproval of incentive plan submitted in application of company
11-1-'43- Approves incentive plan for a period of 18 weeks.

9. If equal pay was ordered, when did it become effective: (Check one)
   a. On date of expiration of contract_____
   b. On date of certification to W. L. B._____
   c. On date of W. L. B. decision_____
   d. Not yet in effect_____

10. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:
Trial period not over until end of next week

11. How did women workers benefit from case?

Comments:

The officers of the Studebaker Local report that the union has the fullest cooperation from the company. Other South Bend Locals feel that the workers at Studebaker have everything "handed to them on a silver platter". Mr. Burgoyne, the President said that this was perhaps the only Local in the country where the workers got dollar for dollar saved on production. The union committee checks production and then goes in regularly and checks the books of the company. He said that the comoany officials give full credit to the union for taking tesponsibility and seeing that the company did make progress. A few years ago they were in bankruptcy.

The union does not have a closed shop but the company cooperates and they have 100% of the workers in the union. The company gives a letter to all new employees suggesting that they join.

The women interviewed all agree that the Studebaker plant is the best place to work in South Bend. Wages are higher than in other plants, the union is a good one and the foremen are of the best type. The women did not know much about the departments other than their own. They report different starting rates for inspection, welding, packing, etc. They reported two cases of women beginning at 70¢ and 75¢ p.h. and that in aviation women were now beginning at $1.05 p.h.

Mr. Burgoyne reported that there had formerly been a training program and that it took 6 months at that time to go from the starting rate of 80¢ to the top rate $1.05. He said he had been able to change this so that the top rate could be reached in 30 days.

Mrs. Duffey stated that the men wanted the women on all committees but that the women took too little interest. Mrs. Paege, a member of the Election Committee, said that the men were good politicians and the women were not. She said the women were just notinterested so much.

(One other comment re: women not knowing about seniority lists being separated)

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

THE STUDEBAKER CORPORATION
(South Bend, Indiana)

November 1, 1943

Case No. 6-17,944

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 3, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the incentive plan submitted in application of the Company dated August 17, 1943, for a period of eighteen weeks, with the provision that the Company shall submit to the Board twelve weeks from the date of this Order a full and comprehensive report on the operation of the plan.

This Order shall be effective as of the date submitted in application of the company.

FOR THE PUBLIC	FOR INDUSTRY (Dissenting - opinion attached)	FOR LABOR
S/ Dale Yoder	S/ John W. O'Leary	S/ Harry E. O'Reilly
S/ Lewis Long	S/ Hopewell L. Rogers	S/ Samuel C. Evett

The Studebaker Corporation Case No. 6-17,944

DISSENTING OPINION OF INDUSTRY MEMBERS

We, of course, believe in incentive plans as the best wage policy, but in order to have them operate without serious injury to our economic balances they must be established upon reasonable and proper bases. In this case we dissent for the following reasons:

First, the workers in this plant are being paid their excessively high wage on the theory that they recognize the special importance of high production in their case and that they will, because of these high wages, exert unusual effort in their work. Unfortunately, they have established a record of not producing even a reasonable amount of material and, therefore, any incentive plan based on the present high wage might easily produce an increase of from 50% to 75%, or even more, in their wages, thereby dislocating much of the wage stabilization work done up to date by this Board. In answer to the claim that there would be some protection against this situation through the means of a trial period, we feel that workers with this reputation might limit their production during such a period so as to negative its results. There should be a limit on the amount of increase allowed.

Second, we believe that the public, as buyer - in this case the Government and the employer, as well as the worker, should receive some benefit in any economies which might result from the installation of any incentive plan.

Third, we believe that this plan does not conform to the rule that there must not be any increase in the unit cost of the goods produced. There are always innumerable increases in overhead costs that go with increased pay and increased production. With the identical unit cost for labor as provided in this case there can be no reduction in the unit cost, and at best the change will increase costs due, among many others, to such things as increase in capital required, increased accounting, and increased wear and tear on machinery.

s/ John W. O'Leary

s/ Hopewell L. Rogers

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago, 6, Illinois
Region VI

REPORT OF RECOMMENDATION

DATE	September 23, 1943
CASE NO.	6-17,944
CASE NAME AND LOCATION	The Studebaker Corporation South Bend, Indiana
PRICE RELIEF SOUGHT	None
TYPE OF WORK OR PRODUCT	Aircraft Engines, W.S. Army trucks, and other Ordnance Material.
TYPE OF APPLICATION	Agreed upon incentive plan.
NAME OF UNION	U.A.W. - C.I.O. Local 5
NUMBER EMPLOYED	5,460 ?
NUMBER OF EMPLOYEES AFFECTED	About 1,600 ?
EFFECTIVE DATE OF APPLICATION	13th Monday after approval date.

A. Proposed Wage Adjustment - Incentive Plan

The proposal contemplates payment of increased earnings based on increased effort of non-productive or hourly rated employees. The resultant decease in indirect personnel with decreased cost in operation of non-productive work is to be the basis for bunus payment to the workers affected.

Standard cost of operation for non-productive workers in the automobile, aviation, engineering and service shipping department are to be calculated over a twelve week period, beginning with the first Monday following approval of the proposed plan by the War Labor Board. During this period, extra effort will be expended and both union and management will endeavor to increase proficiency in order to reduce the number of employees necessary, as compared to a four week period beginning June 14, 1943.

The difference in total man hours necessary during the 12th week of the trial period as compared to the base period in terms of total dollars for indirect labor is the basis for the bonus. This different divided by total man hours per week as found during the 12th week of trial period would be the amount per hour to be added to each of the existing hourly rates of all indirect employees.

Method of Arriving at Increased Earnings

Base period - 4 weeks @ 48 hours - 192 hours per man
Total 1600 employees - 307,200 hours - $354, 624.00 cost for 4 weeks
Average
pr. wk. 1600 employees - 76,800 hours - $88,656.00 cost for week
Trial period - 12th week @ 48 hours per man (assumed as example)
Total 1445 employees - 69,360 hours - $80,763.00 cost for week

Base Period Cost -	$ 88,656	
Trial Period Cost-	80,763	
	$ 7,893	difference
Difference	$7,893 =	$1138 increase
Trial period Hours	69,360	

Supplemental Data

During the past year, productive workers as a group have substantially
6 increased their efficiency and being on a piece work basis have increased their earnings by 20.16%.

Average hourly earnings of Productive Workers, Aug., 1942 =$1.24
Average hourly earnings of Productive Workers, June 1942 =$1.49

The non-productive workers average hourly earnings have shown in this same period a 1.76% increase from $1.14 per hour to $1.16. The purpose of the proposed plan is to decrease the differential which has
566 created a marked inequity in the average hourly rates between these two groups of workers.

A study of the proposed plan indicates that unit labor costs will not be increased by its operation and the total number of indirect employees should be decreased due to increased effort and proficiency.

B. Recommendation

That the proposed incentive plan be approved as requested and considered in effect on the 13th Monday after date of approval.

Rosenstein
nkr

DISSENTING OPINION

REQUEST FOR REVIEW BY THE NATIONAL WAR LABOR BOARD

In the Matter of

THE STUDEBAKER CORPORATION
(South Bend, Indiana)

Case No. 6-17,944

and

United Automobile Workers
of America, CIO - Local #5

I, hereby, respectfully request review of the decision by the Chicago Regional War Labor Board in the above entitled case.

In dissenting from the action of the Chicago Regional Board in denying an agreed upon incentive plan in this case, it is the opinion of the undersigned that a most grave and intemperate injustice has been effected.

The proposed incentive plan was predicated upon payment of increased earnings based upon increased effort of hourly-rated employees.

Standard cost of operation for hourly rates workers was to be calculated over a twelve week period. During this period, extra effort was to be expended and both the union and the management was to endeavor to increase proficiency in order to reduce the number of employees necessary, as compared to a four week period beginning June 14, 1943.

The difference in total man hours necessary during the 12th week of the trial period is compared to the base period in terms of total dollars for indirect labor is the basis for the bonus or incentive. This difference divided by total man hours per week as found during the 12th week of trial period would be the amount per hour to be added to each of the existing hourly rates of all indirect employees.

During the past year, productive workers as a group have substantially increased their efficiency and being on a piece work basis have increased their earnings by 20.16%. The workers involved in this proposed incentive plan have had only 1.76% increase in their average hourly earnings during this same period. The purpose of the incentive plan is not only to increase worker productivity but to also decrease the differential which has created a marked inequity in the average hourly rates between these two groups of workers.

A study of the proposed incentive plan was made by the Industry and Labor representatives of the War Production Board and by the Chicago War Labor Board's own Incentive Plan Analysis Division. In both instances the recommendation was for APPROVAL.

A study by the War Production Board representatives and our own Incentive Plan Analysis Division indicated that unit labor costs will not be increased by the operation of the proposed incentive plan and that the total number of indirect employees should be decreased due to increased effort and proficiency.

Upon the basis of the recommendations and facts in this case, I am at a loss to understand the position of the Chicago Board in its action on this case.

It has always been the thought of the undersigned that nothing would be done by the War Labor Board to put any curtailment on our war production program. Moreover, every criterion of the Board's policy regarding incentive plans has been met in this case.

The issue is sufficiently clear. If the action of the Chicago Regional War Labor Board is sustained, then in consistency all incentive plans must be denied. I do not believe this to be the policy of the National War Labor Board.

Therefore, in dissenting from the action of the Chicago Regional War Labor Board in denying an agreed upon incentive plan where there is no increase in the unit cost of production, I respectfully urge a review of this decision which is in direct conflict with the National Board's policy and the interest of war production effort. 9/27/43

s/ Samuel C. Evett, Member
Sixth Regional War Labor Board

, comrades gently removing his body from
re asked to buy War Bonds think of this
FEB-3— From U. S. Treasury

TRI-COUNTY NEWS

Wygant Appointed In International CIO Bendix Division Staff

South Bend, Ind. (Special)—Ed. Wygant, member of Bendix Local 9, South Bend, has been appointed on the international staff of the Bendix Department Division of the U. A. W-C. I. O. George Addes, international secretary - treasurer of the U. A. W.-C. I. O., is also director of the Bendix Department Division.

This committee is composed of three members, which include Phil. Carpenter, of Local 9, South Bend, Ed. Wygant and Mrs. Grace Blacket of Local 50, Willow Run Bomber Plant. Mrs. Blacket will look after the woman members.

—V—

STUDEBAKER LOCAL NO. 5

WEEKLY NEWS

IF IT'S NEWS WE'LL PRINT IT

February 2, 1944

Constitution Change:

Following is a proposed Constitution change of:

ARTICLE IV Section 2

Nominations of all officers and delegates shall be made before balloting can start, and nominees for all elective offices and delegates shall draw for position on ballot. Drawing shall be made at time of nomination, and nominations for officers shall be made the next last Friday in February, and election shall start the last Friday in February. It shall require a majority of all votes cast to elect. In case of no majority the highest ranking nominees with majority vote shall be carried over on next ballot, and each succeeding ballot until nominee is elected, provided however, except the Vice-President who must receive a majority of all votes cast in their division to be elected.

The first and second reading of the above Constitution change was held at last Friday's Meetings. The third reading will be at this Friday's Meetings. This will be the last reading.

INCOME TAX:

Your Educational Committee is planning to assist in filling out your Income Tax Blanks. The hours are not yet known, but will be posted in next weeks bulletin. When you come down to file your tax be sure and bring the following:

1. A COPY OF THE 1942 RETURN.
2. FORM W-2 SHOWING THE AMOUNT OF TAX WITHHELD BY THE EMPLOYER.
3. A COPY OR RECORD OF ANY DECLARATION RETURN FILED IN SEPTEMBER OR DECEMBER.
4. AN ITEMIZED LIST AND TOTAL OF ALL INCOME, CONTRIBUTIONS TAXES, INTEREST AND OTHER ALLOWABLE DEDUCTIONS.

Without the above information you will be turned away and have to go and get it. Please co-operate with the Committee and have all of the above information with you.

RECREATION

BINGO BINGO BINGO

Best Bingo Game in Town.

Large Crowds Big Prizes
Saturday Night 8:00 P.M. Sharp February 5th.

Jackpot $70.00 Six Door Prizes

Special Door Prize . . . $25.00 War Bond

"Back the Attack"
"Buy that Extra War Bond Today."

MOVING PICTURES:

At the request of the Members of our Union, the war pictures recently shown at the Granada Theatre will be shown in the near future at the Colfax Theatre for all Studebaker Employees.

SHOP AROUND TOWN !

The Best bargain that you can get is that Extra War Bond!

DANCE:

Our next regular dance will be held Saturday Night, Feb. 19th., from 10:30 P.M. till 3:30 A.M.
These dances are very popular, therefore, starting in March there will be cances the first and third Saturday of every month.

ANNUAL STEWARD PARTY !

All arrangements have been completed for the Stewards party to be held Sunday Evening, February 6, 1944 at 7:30 P.M. at the Washington Senior High School on West Sample St. Be sure to attend as a wonderful time is assured for all. Admission is by ticket only. See your Chief Steward for tickets.

Refreshments will be served. There will also be dancing.

THANKS !

Sargeant Ray (Kid) Coil of Camp Ellis, Illinois wishes to thank the members of Local 5 for his gift and cigarettes sent to him. He would also like to have some of his friends drop him a line. His Address is:

Sargeant Ray C. Coil, 35111659
Company "C" 371st. Eng. Reg't. G.S.
Camp Ellis, Illinois

BEST BUYS AT THE CO-OP THIS WEEK:

Skimmed Milk Powder (Makes 4 quarts of Milk)		1#	. . 25¢
Table Sauce (mild catsup)	no points	6 oz.	. . 10¢
Mission Garden Black Tea		½#	...27¢
"Hermox" Odorless Ammonia		1 qt.	. . 16¢

Plenty of soap and soap flakes on hand.
Vote the Co-Op way and vote for Peace!!!!!

MAJOR LOCAL # 51:

Major Local No. 51 of Mishawaka is holding a Service Men's Benefit Dance at Broederenking Hall, Mishawaka, Saturday night, February 12, 1944 from 9:00 P.M. on. Tickets for this dance are available at the Local 5 office. Adm. is 55¢. Let's help make this dance a success.

FOR SALE:- Boy's Bicycle in A-1 condition. Just like new. A real buy for some one. See this bargain at 2004 S. Taylor St.

CHANGE OF DEPARTMENTS:

Don't ferget to notify the clerks at the window when paying dues, if you have recently been transferred or changed departments. This will help when election time comes around.

ONE DOLLAR FINE !

Our Constitution and By-Laws provide for a one dollar ($1.00) fine for those who do not vote in our annual officers election.

"2 MORE WEEKS"

The Incentive Plan has only 2 more weeks to go and any contributions that are to count must be in before February 20, 1944.

STUDEBAKER EMPLOYEES'

BARTER AND EXCHANGE

February 2nd, 1944

FOR MEN ONLY!---Even the ground-hog can see his shadow and predict the worst! Can you? BEWARE, Boys! The hunting season's here! THIS IS LEAP YEAR--and those predatory females already have their artillery aimed straight for you! Also, those feminine anglers (with curves) know there will be a full moon before Valentine Day, and they're already baiting their hooks for you suckers! It's open season on anyone with a bass voice: wolves, G.I. Joes, workers with wampum, and all weary, willing, but woozy Willies. What about you?--Are you prepared for this enormous onslaught and slaughter of the innocents? Or aren't you innocent, you rascal you? Don't be too cocky just because you survived the holiday Mistletoe Rush! That was nothing compared to this!! You'll wish you had hibernated with our friend, Brother Groundhog, for the Duration! But, since they've got us believing that's unpatriotic, we'll have to stick it out somehow--like a man! "A Fool there was!" So whether you're a fireman, a foreman or a 4F, a forgeman, a farmer, a flame, a fluke, or a fogey--Beware, Brother!! Keep away from those joints where the janes congregate: Be it bar, or church basement, crib or curbstone! That "broad" in slacks, or that "babe" in the W.A.A.C's; that "dame" at the dance, or that "skirt" in pants; every nag, "bag" and hag--they're gunning for YOU! Deploy their decoy and don't bite on their bait--Throw 'em a pillow and give 'em the slip! Ignore such artificial lures as those false or mud-besmeared eyelashes, those reddened cement-mixed lips, that "save the surface and you save all" complexion, the gold in "them, thar teeth", that curly singed wig, that flour-covered dirty neck, that Lily-of-the-Alley or Night-In-A-Swamp Perfume stinkum behind the ears, those ballooned sweaters, the splinters from that wooden leg!--the whole fake but expensive mess! And find out first, (like they do), just how much dough they got deposited, how much mazooma they got marooned, how much cash they got cushed--Ask to see their Credit Union Passbooks FIRST! And then, you poor fish, if they succeed in hooking you like they bag most of the other suckers, you'll find that your Credit Union Account will come in mighty handy when you're in the frying pan, the fire, the fighting front, or on other marital maneuvers. A Word To The Wise (and the wives) is O.K.--but no one ever heeds good advice anyway; so when you get those Leap Year Blues just remember that your Credit Union will still be on the job ready to advise and assist you in your financial problems. Leap into Leap Year with a new Credit Union Account, and by the end of '44 you'll be ahead financially and more independent than you are as a battling bachelor; you'll have acquired more financial stability--and maybe some sweet (?) young (?) thing (?) will have acquired you---to BOOT!!!!

FOR SALE---5 or 10 Acres, very good soil; 6-room House with electricity, built-in cupboards, hardwood floors, and running water; Garage & Chicken-house. Located close to Lake Manitou, Rochester, Indiana; priced very reasonably. Write Norman Burkett, R. R. #1, Akron, Indiana.

FOR SALE---4-pc. modern waterfall-finish Bed-Room Set, Innerspring Mattress & Springs included, cedar-lined Wardrobe, and extra large Mirror on Vanity. For complete information Telephone 3-7083.

FOR SALE---Two Lots in Maple Lane Addition, very good location. Reasonably priced. For details Telephone 2-2084.

FOR SALE---Rollaway Bed, Innerspring Mattresses, Slip Cover & 3 Pillows, $40; Corner Cupboard, $10; 6x9 braided Rag Rug, $10; white enamelled Metal Medicine Cabinet, $1.50; 4-panel Screen, $9; long, narrow Mirror, $1; wooden Clothes Drier, $1.75; goose-feather Quilt, peach sateen cover, $10. For any of these items inquire at 519 East Chippewa Avenue in Southmore Heights.

FOR SALE---85-Acre Farm, good productive land, 7-room House with electricity, furnace and electric pump. Located 2½ miles southwest of Plymouth. Immediate possession If interested contact Clock No. 167-222 (Aviation Day Shift), or inquire at 514 North Michigan Street, Plymouth Indiana. Thelma Williams.

FOR SALE---Speed Queen Washer in A-1 condition. Price, $65.00. Telephone 4-6049.

FOR SALE (by private Owner)---5-room modern Home with furnace, full basement, hardwood floors, new inlaid linoleum. Ideal location. Price, $4,000.00. Inquire at 2001 North Brookfield Street.

FOR SALE---1935 Studebaker Dictator in very good condition with Heater and four newly re-capped Tires. Priced very reasonably for quick sale. Inquire at 1326 30th St. (River Park), or at Clock No. 122-136.

BUY BONDS and help put the 4th War Loan "Over The Top"!

WANTED---1941 or 1942 Studebaker Commander or President, clean, with low milage. Inquire at Clock No. 222-702 or Telephone 3-8394.

FOR SALE---Electric Hawaiian Guitar in fine condition. See Ed. Bechen in Dept. No. 222, Clock No. 179-442.

NOTICE---Mr. T. S. Dylewski, who is in charge of the project, has asked us to announce that the Educational Committee of Local #5 is sponsoring instruction classes for the filing of Federal Income Tax. Mr. Cripe in charge of the local Internal Revenue office and Mr. Cletus Kruyer, well known local authority and Studebaker employee, will instruct the classes. All Studebaker employees are invited to enroll in these classes for the purpose of adding to their knowledge in this important matter, and also in order that they may assist their fellow-workers in their tax filing. This is an opportunity to provide real patriotic service, and volunteers are invited to report at the Union Hall Library or to leave their names with Mr. Dylewski in Dept. No. 160. Let's all do our share to help in this fine work!

FOR SALE---Good income property (newly decorated): Furnished House with 6 Bed-rooms, large Living-room, Dining-room, Kitchen and 2 Bath-rooms. Inquire at 411 S. Franklin St. before 2 P.M., or see Bessie Brown at Clock No. 220-811 (Piston Line--Night Shift).

FOR SALE---Matching 2-pc. Living-room Suite. Price, $25. Inquire at 2606 River Avenue, Mishawaka.

FOR SALE---Collapsible Baby Carriage, like new. Inquire at 117 E. Bowman St., or at Clock No. 133-131 (Avia.-Days).

FOR SALE---6-room all-modern semi-Bungalow in Belleville Addition. Paved Street and Alley. Only two blocks to bus line. Telephone 4-8964 for details.

FOR SALE---Small-size Stove for Trailer. Brand new; will sell reasonably. Call after 7 P.M. evenings or till noon on Sunday, at 2014 Mishawaka Avenue, South Bend.

FOR SALE---4-room House. Inquire of Cecil Bowser at 118 No. Elsworth Place, 1 block East of Ironwood Drive, North of Jefferson Boulevard.

NOTICE---The first Ads in this issue were received on Jan. 7th, 26 days before date of publication. In order to avail yourself of the Credit Union's free Barter publication service get YOUR Ad in EARLY because, to insure fairness to all, our Ads are printed in the order we receive them. Feel free to use any or all of your Credit Union's services at any time because the Credit Union operates solely for your welfare: Savings, Loans, Barter, Bonds, etc

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FOR SALE---1941 Studebaker Champion Club Sedan with Overdrive, Acclimatizer, Radio. A-1 Tires--excellent condition. Price, $950. Inquire at 1118 West Indiana Avenue.

FOR SALE---5-room all-modern House (new) with ½ to 1½ Acres of land (good orchard, fruit), located only four blocks from Aviation Plant. Terms: Deal with owner. Inquire of Claude H. Senour in Dept. No. 537 or at 1435 So. Michigan.

FOR SALE---2 two-bottom Tractor Plows (one 14-one 16). Inquire at Clock No. 406-86, or Telephone 4-7069.

FOURTH WAR LOAN DRIVE---It was our original intention to print in the Barter the names of those who purchased $100, $500 and $1000 Bonds at the Credit Union between Jan. 18th and Feb. 15th. However, we are now informed that all Bonds purchased by individuals during the entire months of January and February will count in the St. Joseph County total. Therefore we will print the names of all who purchased Bonds of those denominations during the two-month period. Names of purchasers of $25 and $50 Bonds will not be printed irregardless of how many $25 or $50 Bonds they buy. You must buy $100, $500 or $1000 Bonds to have your name appear in the Barter's list. Why not buy YOUR Bond today?

"BARTER" HONOR ROLL OF BOND PURCHASERS AT THE CREDIT UNION

Jan. 3rd--Ignatius Sobecki, one $100 Bond.
Jan. 4th--Linus Michels, one $500 Bond.
" " George Chrustowski, one $100 Bond.
Jan. 5th--Leroy Foster, one $1000 Bond.
" " Theresa N. Horvath, one $1000 Bond.
Jan. 7th--Floyd O'Meara, one $100 Bond.
" " Cecil Powers, one $100 Bond.
" " John P. Springmore, one $100 Bond.
" " Elmer R. Tucker, one $100 Bond.
Jan. 8th--Mrs. Judie Roderick, one $1000 Bond.
" " Mrs. Clara M. Korkhouse, one $500 Bond.
(Watch for additional list of names in next week's Barter)

FOR SALE---1937 Chrysler Royal Tudor Sedan, maroon; Motor perfect, good Tires, Heater. Price, $395.00. Metal Simmons Bed with pre-war Springs and new Sealy tuftless Mattress. Medium-size Kitchen Range in excellent condition, a good baker. Player Piano, Music Cabinet and 50 Rolls. Portable Victrola and Records. Drop-leaf Kitchen Table, and Kitchen Cabinet. For any of these items, inquire at Clock No. 953-71, or at 137 Vernon Street, Roseland.

FOR SALE---1937 Studebaker Dictator with fair Tires. Inquire of Walter Buda at 1048 LaSalle Court, South Bend.

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1. Comments 21.
2. WLB Corrected Order of Approval
3. WLB Order of Approval
4. Memorandum to WLB
5. WLB Appeal Memorandum
6. WLB Report on Recommendation

SINGER MFG. CO. & U. E. LOCAL 917 - C. I. O.

CASE NO. 6-4207

ENCLOSED FIND

WAGE STABILIZATION REPORT

APPEAL MEMORANDUM

APPEAL COMM. REPORT

COPY OF ORDER

COPY OF CORRECTED ORDER

IN MANY CASES NONE OF THIS MATERIAL IS AVAILABLE BECAUSE THE FILES CONTAIN ONLY ONE COPY.

DO WITH IT WHAT YOU WISH

U. S. Department of Labor
WOMEN'S BUREAU
Washington

January 22, 1944

Agent AGNES J. OCONNOR

Date FEB-12-1944

Plant involved SINGER-MFG-CO.

Name, title, address of persons interviewed

GEORGE-P. SAGI-PRES. 919 SO. MICHIGAN-SOUTH-BEND-IND

ARNOLD-SCHWERTMAN- FIN. SEC. 310 MC-COMBS- SOUTH-BEND-IND

MRS SOPHIE WITUSKI-MEMBER- R.R 2- BOX 56- SOUTH BEND-IND

Trade Union Survey

A. Information Concerning Local Union:

1. Name of union UNITED ELECTRICAL-WRKS Affiliation C.I.O.
2. Local No. 917 Address 919 SO. MICHIGAN-SO. BEND
3. How long local organized? DECEMBER-1936 - 7 YEARS
4. How long women members 7 YEARS- ONLY-1-2 ARE WORKING AT PLANT- WHO JOINED IN- 1936-
5. President's name and address, if not listed above ABOVE
6. Plants organized by local union:

Names	All plant employees		Union employees	
	Men	Women	Men	Women
SINGER-MFG-CO- ONLY				

7. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	1.00 PER-MO	1.00 PER-MO
c. Fines (" what for)	MEMBERS QUITTING AND ALLOWING THEIR DUES	
d. Other	TO LAPSE; IF THEY SEEK EMPLOYMENT IN ANOTER C.I.O. PLANT THEY ARE FINED $25.00. (THIS PROVISION HAS NOT BEEN ENFORCED)	

8. Women's local union activities:

a. Union committees other than plant committees:

UNION HAS NO DEFINITE COMM. ~~NONE~~
THE EX. BD. SERVES WHEN NECESSARY.

b. List other committees on which women might serve:

—

c. Local union offices held by women:

NONE

d. Attendance at union meetings:

POOR - WOMEN VERY SELDOM ATTEND MEETINGS.

9. Union program and union's official attitude toward women: (Give source of comments.)

MR. SAGIR & MR. SCHWERTMAN ATTITUDE TOWARD WOMEN WERE GOOD, BUT THEY PUT THEMSELVES FIRST AND WOMEN TAKE THE LEAVINGS. (IF THERE ARE ANY)

10. What is union's attitude toward equal pay: (Give sources.)

SAGIR & SCHWERTMAN, BELEIVES IN EQUAL PAY. BUT SCHWERTMAN SAID IN GOING BEFORE W.L.B. UNION FELT NOT TO ASK FOR TOO MUCH AT ONE TIME

SAGIR SAID IT COST WOMEN MORE, BECAUSE HIS WIFE SPENDS MORE IN THE BEAUTY PARLOR THAN HE DOES IN THE BARBER SHOP

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant SINGER MANUFACTURING CO
2. Address 2115 W. WESTERN AVE SOUTH BEND INDIANA
3. Product AIRPLANE, SUB-ASSEMBLIES; DROPPABLE FUEL TANKS, CASES FOR INDUSTRIAL AND FIELD SEWING MACHINES.
4. Number of employees: Men 475 Women 25
5. Number of union members in this plant: Men 330 Women 20
6. How long union recognized in this plant: 1942 = 2 YEARS
7. How long women in this plant members of union: 7 YEARS.
PLANT HAS LARGE LABOR TURNOVER, 1-2 BELONGED FOR 7 YEARS
8. Arrangement for payment of dues: (check one)

Checkoff _____ Steward ✓ Other _____

9. Were women employed on production in this plant in normal times: _____

YES- NOT MANY-

10. Women's union activities in this plant:

a. Shop steward: No. men 20 No. women NONE

b. Grievance committees: No. men 5 No. women NONE

c. Contract or bargaining committee: Yes ✓ No

No. men 5 No women NONE

d. Labor management committees: Yes ✓ No

NOT-FUNCTIONING-CO. DONT-CO-OPERATE. LAID OFF. UNION-MEMBERS OF THE-COMM. No. men No. women

e. Other union committees in plant; whether women represented: NO

TRANSPORTATION-COMMITEE

11. Union program in this plant affecting women: (Give sources.)

NO PROGRAM.

G.P. SAGI-
A. SCHWERTMAN
MRS. SOPHIE WITUSKI
ALL SAID - NO PROGRAM IN PLANT - AFFECTING EITHER MEN OR WOMEN.

C. Contract: (Productive Workers)

1. General Information:

a. Source of contract information:

(1) Interviews with
(2) Verified by reference to contract VPRES. GOT CONTRACT OUT OF SAFE
(3) Contract attached to schedule HAD ONLY THE SIGNED CONTRACT-

b. Date contract expires SEPTEMBER 10- 1944

c. Kind of contract: (check)

(1) Closed shop
(2) Open shop
(3) Other:
(a) Preferential
(b) Maintenance of membership ✓

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No ✓
(1) If not, rates: Men 60¢ PER-HR Women 53¢ PER-HR

b. Automatic progression policy: Yes_____ No ✓
(1) If such policy, same for women as for men: Yes_____ No ✓

c. Does contract provide for equal pay:_____
(1) By equal pay clause: Yes_____ No ✓
(2) By rate of job: Yes_____ No ✓

3. Seniority:

a. Types of: Plant wide ✓ Departmental ✓

b. Does contract limit women's seniority rights?
(1) To other women: Yes_____ No ✓
(2) To the duration only: Yes_____ No ✓
(3) If any seniority provision different for men and women, explain:

EMPLOYEE TERM- USED IN CONTRACT

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No_____
(1) Maximum length 1 YEAR- FOR UNION- ACTIVITY
(2) Length of service necessary to get maximum NOT STATED

D. Job and Rate Sheet:

1. Are jobs and rates classified by male and female: Yes ✓ No_____

2. In jobs employing both men and women, are rates the same? Yes_____ No ✓

E. Plant Practices:

1. What method is used in determining comparability of work between men and women?
   a. Decision of management
   b. By bargaining — SO FAR UNION HAS DONE NOTHING ABOUT IT.
   Explain: AT DIFFERENT-INTERVALS WOMEN-DO MENS WORK-BUT THEY RECEIVE-THE WOMENS-RATE-FROM-53¢ HR DAY WORK-AROUND-60¢ HR-ON PIECE WORK

2. Is a formal job evaluation plan used in determining comparability: Yes_____ No ✓ Comments:

3. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
   a. If so, is it due to suitability of job: Yes_____ No ✓
   Comment
   MRS WITOSKI SAID ALL OF THE WOMEN ARE IN THE LOW PAID JOBS

   b. If to other reasons, explain
   UP TO THE PRESENT THIS PLANT HAS BEEN ABLE TO SECURE WOMEN AT A BEGINING RATE OF 53¢ PER-HOUR. MAJORITY OF WHICH ARE MATURE WOMEN AND LIVE IN VICINITY-OF PLANT

4. Method of pay for majority of women: (Check one.)
   a. Time_____
   b. Piece ✓

5. Are women given equal seniority with men: Yes_____ No_____
   If not, explian
   MRS WITUSKI SAID THEY ARE SUPPOSED TO HAVE SAME SENIORITY, BUT IT DONT ALWAYS WORK OUT THAT WAY.

6. Placement on shifts:
   a. Number of shifts ONE
   b. Does placement depend on seniority: Yes_____ No_____
      Explain:
      DONT APPLY

7. Rest periods:
   a. Does plant allow formal rest periods: Men NO Women NO
   b. If so, are they paid for: Men_____ Women_____
   c. If deducted:
      (1) By hourly rate differential: Men_____ Women_____
      (2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30 MINUTES Women 30 MINUTES
   b. Paid for: Men NO Women NO
   c. If sex differential, give reason:

9. What is plant practice in regard to pregnancy:
   a. No policy: ✓
   b. Discharge
   c. Leave of absence
      (1) If yes, what is time limit

NO KNOWN CASE SO FAR, CO. EMPLOYS MOSTLY ELDERLY WOMEN

F. War Labor Board Case:

1. Title of case SINGER MFG CO Regional Number 6
   U.E.R. & M.W.A. NO. 917

2. Date of regional decision: DECEMBER 16 1943

3. If pending before National Board, check

4. Type of case: (check one) Voluntary ✓ Dispute

5. Was case brought at time of negotiation of contract? Explain. CO. & UNION AFTER SEVERAL MONTHS OF NEGOTIATINGS AGREED TO JOIN UNION IN REQUEST FOR INCREASES IN HOURLY RATES FOR 206 EMPLOYEES COMPRISING, COMMON LABOR, TOOL & MILLWRIGHT DEPT, HEAT, LIGHT & POWER DEPT, SWING & RIP SAW OPERATORS. AT TIME OF APPEAL ONLY 150 WERE INVOLVED. EMPLOYEES QUITT OR LAYED OFF, 2 GOVERNMENT ORDERS HAVING BEEN CANCELED.

6. What led to union taking it to W. L. B. Explain background of case:

HOURLY RATES ON THE ABOVE JOBS, WERE MUCH LOWER THEN RATES PAID BY BENDIX & STUDEBAKER CORP. SINGER MFG CO. HAVING LOST OVER 200 WRKS, BECAUSE OF THE LOWER RATES. CO FINALLY AGREED TO A JOINT REQUEST FOR INCREASE RATES.

7. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

UNION DID NOT ASK FOR EQUAL PAY
NONE OF THE ISSUES AFFECTED WOMEN

ISSUES UNDER 5.

8. W. L. B. Ruling.

INCREASE RANGE FROM 5 TO 16¢ PER-HOUR FOR THE JOBS LISTED. RETROACTIVE TO SEPTEMBER 16-1943

9. If equal pay was ordered, when did it become effective: (Check one) NOT-ORDERED
   a. On date of expiration of contract_____
   b. On date of certification to W. L. B._____
   c. On date of W. L. B. decision_____
   d. Not yet in effect_____

10. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

THE ORDER IS IN EFFECT.

11. How did women workers benefit from case?

WOMEN-WERE NOT INVOLVED. ALONG WITH MANY OF THE MEN, WHOSE JOBS DID NOT COME UNDER THE REQUEST FOR THE INCREASED RATES.

SOUTH BEND IND.

SINGER MFG CO. & UNITED-ELECTRICAL WRKS-LOCAL 917-C.I.O.

This company is a very difficult Co. Union must fight every inch of the way, and the women have been neglected. Union has had women stewards, but the Co. has layed them off along with men stewards. The union really helped the Co. in presenting the case to W.L.B. Co. could not secure skilled men because of the low rates. A letter from the U.S. Employment Service in So. Bend. Ind. (Head of same being a woman) stating they cannot furnish the Singer Co with mechanics at their low rates. This letter was presented at the appeal hearing by the president of the union, he thought the letter was very helpful.

In 1942, prior to receiving government orders Co. layed off 3/4 of their force. Mrs Witucki was off 8 months during that time the members paid only 5¢ mo. dues.

Two orders have been canceled by the government causing a lay off. At present the plant is retooling for a new government job. When they go into production new wage rates will be negotiated,

EXPECT ABOUT 30% TO BE EMPLOYED

Mr Sagi Pres. and Mr Schwartzman Fin. Sec. both said, the union would definitely ask for equal pay rates for the women. They expect it will become a dispute, and present it to the W.L.B.

1

SINGER MFG CO + U.E. LOCAL 917 - C.I.O.

FEB 1-43 - CO + UNION - SIGNED JOINT REQUEST FOR INCREASE

JULY 27-43 - W.L.B. DISAPPROVED - REQUEST UNION APPEALED CASE

DEC 1- 1943 W.L.B. SENT CASE BACK TO THE APPEAL COMMITTEE WITH INSTRUCTIONS TO HOLD HEARINGS.

APPEAL COMM. HELD HEARING + RECOMMENDED TO REG. W.L.B. TO REOPEN CASE, AND APPROVE THE RATES + RANGES AS PROPOSED.

DEC 16 1943 - REG. W.L.B. APPROVED - AGREEMENT - BETWEEN PARTIES

THESE DATES - WERE AVAILABLE. HENCE THE ABOVE REPORT.

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

SINGER MANUFACTURING COMPANY
(South Bend, Indiana)

and

U.E.R. & M.W.A. No. 917

December 16, 1943

Case No. 6-4207

CORRECTED
ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 3, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the agreement between the parties submitted in application of the company dated February 1, 1943, and amended by letter dated October 27, 1943.

This Order shall be effective as of September 16, 1943.

FOR THE PUBLIC	FOR INDUSTRY	FOR LABOR
s/ Robert K. Burns	s/ J. B. Beardslee	s/ George S. Nordstrom
s/ Philip G. Marshall	s/ John W. O'Leary	s/ Samuel C. Evett

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s/ P. G. Marshall	s/ John W. O'Leary	s/ Samuel C. Evett

MEMORANDUM

December 16, 1943

To Members of the Sixth Regional Board
From Appeals Committee

Re Singer Manufacturing Company, South Bend
Case No. 6-4207

As instructed by the Board, the Appeals Committee held a hearing on this case. Below is a short summary of the statement of the parties, and the recommendation of the Committee.

The company makes airplane frames. It is now largely out of production, tooling for a changed frame which will go into production next month. It is a very important item manufactured for the Navy, and the Navy is exerting pressure on the company. Singer is the only company set up for the production of this frame, the details of which are secret and confidential. Several other companies in the country are starting to prepare but it will be months before they are ready.

Singer is a woodworking plant and historically has always had rates lower than metalworking plants. The rates of the non-production workers, being geared to the rates of production workers, have been lower. The maintenance and service employees involved in this application, however, do the same kind of work exactly that maintenance and service employees do in any metal working plant, so there is no valid reason why weight should now be given to the past pattern.

The production of the frame depends on the maintenance and service employees because the plant cannot be operated without power, steam, etc. The plant is now almost crippled in its maintenance department. Some production workers have been transferred to keep the thing running but have protested and some have quit. The job to be done cannot be done with the present personnel. The company estimates that it needs at least 30 more maintenance men.

Seventy percent of the workers in South Bend are employed by Studebaker and Bendix. Many rates in comparable job classifications in these companies are shown on the attached analysis of the case.

Before the war, the production workers (all on piece work) averaged about 97¢, while the non-production workers (not including the minimum rated people) averaged roughly 85¢. Today the production workers average $1.12 to $1.15, while the non-production workers remain at practically the same point.

IT IS THE UNANIMOUS RECOMMENDATION OF THE Appeals Committee that the Board reopen this case and approve the rates and ranges proposed.

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois

APPEAL MEMORANDUM October 29, 1943

Case Number		6-4207
Case Name	Si	Singer Manufacturing Company South Bend, Indiana
Business		Airplanes, sub-assemblies, droppable fuel tanks, cases for industrial and field sewing machines.
Number of Employees Number Affected		675 206
Union		UERMWA-CIO, Local 917

I. Factual Basis of Decision

Applicant's proposal to:

A. increase minimum or hiring hourly rates from 69¢ to 74¢ per hour;

B. increase wage rates from 4¢ to 1¢ per hour of 41 employees earning from 70¢ to 90¢ per hour;

C. establish new wage schedule for Tool, Millwright and Heat, Light & Power departments, involving increases of 7¢ to 21¢ in minimum and maximum rates, an average of 9.5¢ per hour;

D. 1. increases in wage ranges of Swing Saw and Rip Saw Operators from 74¢-79¢ per hour to 87¢-92¢ per hour;

2. increase to helpers from flat rate of 69¢ per hour to range of 76¢-82¢ per hour;

3. increases for all present operators to 89¢ per hour and all present helpers to 80¢ per hour immediately,

were all denied under Executive Order 9328 for failure to establish basis for adjustments.

II. Basis of Appeal

A. Novel question involved
B. Additional substantial evidence
C. Procedure in ruling unfair and caused substantial hardship
D. Interplan and intraplant inequalities.

III. Comparative Wage Data. See schedule attached.

IV. Basis of Recommendation

1. Maladjustment formula has been exhausted and no further increases permissible under that factor.

2. Contention that employees' present wage levels are "destructive to their health" lends little merit to basis of appeal and detracts from its validity, especially when an approximate average wage rate of about $7.20 per diem is evidenced for the employees involved.

3. If, as stated by applicants, a decision based upon stabilized rates for an industry is fallacious, it would seem that the entire structure for decision making should be completely revised or the position of rate determining agencies definitely strengthened.

4. Applicant states that present number of employees affected by proposed increases now is less than 150 workers out of present total of 568.

5. With respect to item A of applicants' proposal, the original decision should be modified to permit company to use "Established" rate for common labor, viz., entrance rate of 65¢ per hour, rate at end of one month 70¢, and final and going rate 75¢ at the end of 3 months. The applicants' proposal to increase starting rate to 74¢ per hour should be denied under such circumstances.

6. Proposed rates for Tool Makers are justified by present Temporary Stabilized rates.

7. Proposed rates for foremen are justified by Temporary Stabilized rates.

8. Proposed rates for Pattern Makers are justified on the basis of Established rates for job shops.

9. Attention is called to statement by company's representative that some 400 production workers are now earning from $1.12 to $1.15 per hour average straight time.

10. NOTE: This Company has for several months been tooling for a new type of production. It is expected that about January or February next about 90% of the company's production will be in the manufacture of airframes.

11. During the year the company estimates it has lost some 200 workers, which have not been replaced, mainly due to present wage scale and new tooling.

12. NOTE: Tk Taking a realistic viewpoint of this company's labor problems, it is factual that applicant is in direct competition in a high wabe market, dominated by two large employers, Studebaker and Bendix, who probably, by their labor schedules, set the market in actuality for 90% of the area labor supply.

Applicant is in the same industry and must compete with these two companies which have been granted substantial wage increases.

13. Summarizing this situation, the following factors should be weighed:

A. Inasmuch as the total number of the four groups for whom wage adjustments are proposed constitute only about 25% of present employees, the increases cannot be considered general.

B. As a large majority of employees (about 400 production workers) average ~~x~~ ~~xxxxxxxxxxxx~~ $1.12 to $1.15 per hour, there seemingly exist intraplant inequities, which would justify approval of proposed wage increases.

C. On the basis of recommended rates for Tool Makers, Pattern Makers, Foremen and Common Labor, the proposed increases for other job classifications would be in order to preclude creating other intraplant inequalities.

D. On the basis of rates paid by competitor companies, Studebaker and Bendix, which dominate and set wage standards in the community and which are high under Board approval, the proposed wage adjustments are justified.

E. However, on the basis of Temporary Stabilized Area rates and some few rates evidenced in other cases, the proposed increases are not justified, with the exception of those recommended.

F. In view of the fact that this company is in somewhat of a transition period due to tooling up for airframe production, that factor should be given consideration.

V. Recommendation

A. That a Common Labor rate range of 65¢ starting, 70¢ at the end of 1 month, and 75¢ at the end of 3 months, the maximum rate, be approved, these being Established rates for the South Bend Area.

B. That further action as to proposed wage adjustments be determined by the Board, predicated upon A to F above.

Occupations	Present	Proposed	Studebaker	Bendix	Bantam Bearing	Established Rates	Area 8 Temporary Stabilized	Excel Curtain Co., Elkhart	Recommen
Group A (79 employees)	Starting	Starting				Starting			
Common Labor	.69	.74				.65-.70-.75			.65-.75
Group B (41 employees)									
Yard Laborer	.69-.713	.69-.80				.65-.75	.45-.55 (T)		
Stock Clerk	.7245-.9286	.78-.98					Indianapolis	.53-.67	
Cut-Off Saw Operator	.69-.7705	.69-.86							
Ship. floor laborer	.7475-.7935	.75-.90					.65-.75 (T)	.67-.80	
Packer	.69-.8395	.69-.89					Chicago		
Elevator Operator	.69-.713	.69-.80							
Fabric Cutter	.736	.74-.94							
Dept. Clerk, Jr.	.69-.90	.69-.94					Office Clerks		
Dept. Clerk, Sr.	.90-1.11	.95-1.15					.60-.75 (T)		
Varnish remover, laborer	.7245	.72-.85							
Rubbers, finished stock	.69	.69-.80							
Glue Mixer	.774	.78-.90							
Stock handlers	.69-.805	.69-.89							
Stock record clerk	.7245-.9286	.78-.98						.65	
Receiving Clerk	.805-.9976	.85-1.05					.60-.80		
~~Stock Rm xxxxxxxxxx~~									
Receiving Rm Checker	.805	.81-.90						.67-.75	
Circular Saw Operator	.69-.7935	.69-.89							
Millman - Woodworking Machine Operator	.77	.77-.90							
Car Loaders	.69-.7475	.69-.85							
Sprayer	.69-.805	.69-.88					.75-.95 (T) .65-.75	.75-1.00 Indpls.	
Repairman	.69-.805	.69-.88							
App. Carver Op.	.8165	.82-.95							
Motorman	.828	.83-.90							
Painter, factory maintenance	.8625	.86-.95							
Veneer Stock man	.8625	.86-.93						.67-.80	
Lumber checker	.8625	.86-.95							
Saw Filers	.8625	.86-1.05							
Ass't Foremen	.8625	.86-1.05					1.00-1.40 (T) .75-.85 Indpls Working Foremen		
Record Clerk	.8395	.84-1.01							

Occupations	Present	Proposed	Studebaker	Bendix	Established Rates	Area 8 Temporary Stabilized	Escel Curtain Co., Elkhart	Recmmend
Group C (71 employees)								
Tool & Millwright Dept:								
Tool Makers	1.14	1.25-1.35	1.36-1.41	1.195-1.395		(T) 1.40-1.50 A		
						(T) 1.30-1.40 B	1.45	1.25-1.35
Machinists	.91-1.075	.99-1.25	1.28-1.31	1.08-1.32		(T) .90-1.10		
Tinners	.79-.91	.85-1.05		1.04-1.09-1.24				
Blacksmiths	.69-.86	.85-1.05	1.21-1.31	1.00-1.05-1.11				
Millwrights	.98	1.05-1.25	1.25-1.28	1.04-1.24			.90-1.00	
Carpenters	.805-.98	.92-1.12	1.28	1.00-1.15		(T) .80-1.00		
Oilers	.72-.77	.81-.86	.91-1.01	.92-.97-1.03				
Mason	.92	1.00-1.05	1.16-1.25	1.03-1.08-1.23				
Beltman	.90	.99-1.04						
Pattern Makers	.94-1.04	1.04-1.20	1.45-1.55	1.20-1.25-1.40	1.55-1.65 Job Shop	~~xxxx~~ .81-.99		1.04-1.20
Truck Drivers	.82-.92	.90-1.05	1.07			Ship-Rec. Clk		
Clerks & material checkers	.69-.86	.78-1.00	1.00-1.10	.87-.92-.98		.60-.80		
Heat-Light-Power Depts:								
Boiler Firemen	.79	.90-1.10	1.13	1.04-1.15		.60-.70	.67-.77	
Pump Operators	.84-.90	.94-1.05	1.13	.93-.98-1.04				
Water Tenders	.84	.94-1.05	1.13	.93-.98-1.04				
Boiler Maintenance	.84-1.06	.94-1.20	1.23			.80-1.00 Maintenance		
Coal Conveyor Ops.	.79	.91-.96	.97-1.07	.91-.96-1.02				
Turbine Operators	.97	1.06-1.10	1.20	1.07-1.12-1.18				
Electricians	1.06	1.16-1.20	1.23-1.29	1.06-1.26		1.00-1.15 A	.90-1.07 A	
Foremen, Electricians	1.13	1.24-1.30				1.00-1.40 Foremen		1.24-1.30
Steamfitters	.82-1.04	.94-1.20	1.25-1.28	1.04-1.24				
Foremen, Steamfitters	1.13	1.24-1.30				1.00-1.40 Foremen		1.24-1.30
Group D (15 Employees)								
Swing Saw Oprs.	.74-.79	.87-.92	.96-1.06	.94-.99-1.05				
Swing Saw Op. Helpers	.69	.76-.82	.95	.85-.87-.93				

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois
Region VI

REPORT ON RECOMMENDATION

WAGE AND SALARY ADJUSTMENT APPLICATION

DATE	July 17, 1943
CASE NO.	6-4207
CASE NAME AND LOCATION	Singer Mfg. Co., 2115 W. Western Avenue, So. Bend, Indiana
PRICE RELIEF SOUGHT	None
TYPE OF WORK OR PRODUCT	Airplane, sub-assemblies; droppable fuel tanks; cases for industrial and field sewing machines.
TYPE OF APPLICATION	Agreement between employer and union.
NAME OF UNION	U.E.R. & M.W.A. Local 917, C.I.O.
NUMBER EMPLOYED	675
NUMBER OF EMPLOYEES AFFECTED	206
EFFECTIVE DATE OF APPLICATION	Date of approval

A. PROPOSED WAGE ADJUSTMENT

a) Increase in minimum or hiring hourly rates from 69¢ to 74¢ per hour; increases ranging from 4¢ to 1¢ per hour to 41 employees earning between 70¢ & 90¢ per hour.

b) New wage schedule for Tool and Millwright Department & Heat, Light and Power Department, involving increases of 7¢ to 21¢ per hour in minimum and maximum rates. The rates of the workers now employed will be increased by an average of 9.5¢ per hour.

c) Swing Saw and Rip Saw Operators, to be increased from range of 74¢ - 79¢, to range of 87¢ - 92¢. Helpers to be increased fromflat 69¢ per hour to range of 76¢ - 82¢. All present operators to be increased to 89¢ and all present helpers to be increased to 80¢ immediately.

B. APPLICATION OF STABILIZATION PRINCIPLES

1. MALADJUSTMENTS

In the plant as a whole wage rates have been increased exactly 15% between January 1941 and the present time.

2. GROSS INEQUITIES

a) Flat rate of 62.5¢ per hour for common labor has been established and approved for metal-working industries in South Bend. Applicant's present minimum rate is 69¢.

b) See attached schedule for proposed rangefor Tool and Millwright Department and Heat, Light and Power Department and four temporary ranges.

c) Swing Saw & Rip Saw operators are semi-skilled employees, and the allegation is made that the intra-plant differentials between these employees and skilled workers, established several years ago, has been disturbed by increases on a flat percentage basis. No further specific information is provided in this regard; and increases on a flat percentage basis maintain rate relationships or ratios and do not create inequities.

C. EFFECTIVE PROSECUTION OF THE WAR Company is almost entirely engaged in producing war material, and is planning expansion as a result of additional contracts.

D. SUMMARY AND FINDINGS OF FACT No further increases are allowable under the maladjustment formula. Proposed adjustments (a) and (b) are not justified on grounds of temporary ranges. Proposal (c) does not seem to be valid on intraplant basis from information given.

E. RECOMMENDATION That the proposed adjustments be disapproved.

Officer

E.B. McNatt, Director
Wage Stabilization Division

By_____
D.J. Parsons

bz

Schedule

Proposed Rates for Tool and Millwright employees and Heat, Light, and Power employees, Singer Manufacturing Co. Case 6-4207:

Proposed Rates: Tool & Millwright Department

Occupational Classification	Number of Employees	Present Rates	Proposed Rates	Temporary* Rates
Tool Makers	2	$1.14	$1.25-1.35	$1.20-1.45
Machinists	10	$.91 - $1.075	.99-1.25	.80-1.00
Tinners	3	.79 - .91	.87-1.05	
Blacksmiths	2	.69 - .86	.76-1.05	
Millwrights	2	.98	1.08-1.25	
Carpenters	5	.805 - .98	.89-1.12	.80-1.00
Oilers	3	.72 - .77	.81- .86	
Masons	1	.92	1.00-1.05	
Beltmen	1	.90	.99-1.04	
Pattern Makers	2	.94 - 1.04	1.04-1.20	
Truck Drivers	3	.82 - .92	.90-1.05	
Clerks and Material checkers	2	.69 - .86	.76-1.00	.65- .80
Boiler Firemen	10	.79	.90-1.10	
Pump Operators	5	.84 - .90	.94-1.05	
Water Tenders	5	.84	.94-1.05	
Boiler Maintenance	3	.84 - 1.06	.94-1.20	
Coal Conveyor Oprs.	1	.79	.91- .96	
Turbine Operators	2	.97	1.06-1.10	
Electricians	2	1.06	1.16-1.20	.80-1.00
Foremen, Electricians	1	1.13	1.24-1.30	
Steamfitters	5	.82 - 1.04	.94-1.20	
Foremen, Steamfitters	1	1.13	1.24-1.30	
Swing Saw Operators		.74 - .79	.87- .92	
" " Helpers		.69	.76- .82	

* Except for Toolmakers, which is an E (established) rate for class B Toolmakers)

22

1. Comments
2. Agreement
3. The Plow - published for employees.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

22-

January 22, 1944

Agent AGNES. J. OCONNOR

Date ~~FEB~~ FEB. 14- 1944

Plant involved OLIVER-FARM-EQUIPMENT- CO.

Name, title, address of persons interviewed Agreement Attached

E. E. SMITH- PRESIDENT- 919 SO. MICHIGAN - SOUTH BEND-IND

MRS. C. E. MC-~~COMB~~COY 228½ NO. MAINE-SOUTH-BEND-IND- CHIEF WOMEN STEWARD

ELOISE-MARCUM-SUB-STEWARD- 301 EDGAR ST- MISHAWAKA- IND-

OMA-JOHNSON-CHIEF CLERK IN LOCAL OFFICE- 919 SO. MICHIGAN

AND-MEMBER OF LOCAL UNION SOUTH BEND - IND

Trade Union Survey

A. **Information Concerning Local Union:**

1. Name of union UNITED-FARM EQUIPMENT-WRKS- Affiliation C. I. O
2. Local No. 112 Address 919 SO. MICHIGAN-SOUTH-BEND IND
3. How long local organized? 1937 - 6 YEARS
4. How long women members 1937- 6 YEARS
5. President's name and address, if not listed above ABOVE
6. Plants organized by local union:

Names	All plant employees		Union employees	
	Men	Women	Men	Women
OLIVER FARM EQUIPMENT CO.				

7. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.50 MO	$1.50 MO
c. Fines (" what for)	$1.00 FINE IF DUES NOT PAID FOR CORRENT MONTH	
d. Other	$10.50 FINE FOR NON PAYMENT OF DUES FOR 3 MONTHS	

8. Women's local union activities:

a. Union committees other than plant committees:

EDUCATIONAL - 1 WOMEN ELECTION COMM. 1 WOMEN
LEGISLATIVE - 1 "
POLITICAL ACTION - 1 "
DELEGATE TO INDUSTRIAL COUNCIL - 2 WOMEN

b. List other committees on which women might serve:

NONE

c. Local union offices held by women:

~~NONE~~ CHAIRMAN OF ELECTION BOARD

d. Attendance at union meetings:

NOT GOOD - MEN DO NOT ATTEND VERY WELL EITHER EXCEPT IF THERE IS AN ISSUE COMING UP. THEN A VERY GOOD ATTENDANCE.

9. Union program and union's official attitude toward women: (Give source of comments.)

MEN + WOMEN, SHARE IN ALL PROGAMS. MR. SMITH ATTITUDE WAS VERY GOOD. HE STATED WOMEN WERE DOING A GOOD JOB. AND ARE GOOD UNION MEMBERS. HE URGED MRS MC-COY TO RUN FOR OFFICE, BUT SHE SAID; HER WORK + HOME RESPONSIBILITIES WAS ENOUGH.
MRS MARCUM - STATED - MEN + WOMEN - CO-OPERATE - VERY WELL.
OMA JOHNSON SAID MEN + WOMEN GET ALONG - GOOD BUT WHEN WOMEN DRAW BIGGER PAYS, (WHICH THEY DO, IN MANY INSTANCES) WELL IT JUST DONT SET VERY WELL WITH THE MEN.

10. What is union's attitude toward equal pay: (Give sources.)

MR E.E. SMITH · STATED- ABSOLUTELY-EQUAL PAY- BY- JOB EVALUATION.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant OLIVER FARM EQUIPMENT-CO
2. Address 533-CHAPIN - SOUTH-BEND-INDIANA
3. Product TREADS FOR TANKS-& FARM EQUIPMENT
4. Number of employees: Men 1000 Women 400
5. Number of union members in this plant: Men 1000 Women 400
6. How long union recognized in this plant: FIRST- CONTRACT SIGNED-IN 1937- 6 YEARS
7. How long women in this plant members of union: 6 YEARS
8. Arrangement for payment of dues: (check one)
   Checkoff _____ Steward V Other AT-OFFICE
9. Were women employed on production in this plant in normal times: YES

10. Women's union activities in this plant:

a. Shop steward: No. men ~~30~~ 20 CHIEF " 4 DIVISIONAL STEWARDS No. women 2 CHIEF " 1 DIVISION STEWARD 3 SUB "

b. Grievance committees: No. men 5 No. women NONE

c. Contract or bargaining committee: Yes ✓ No

No. men 5 No women NONE

d. Labor management committees: Yes ✓ No

No. men 3 No. women NONE

e. Other union committees in plant; whether women represented: —

NO OTHER UNION COMMITTEES IN PLANT

11. Union program in this plant affecting women: (Give sources.)

NO SPECIAL PROGRAM.
OMA JOHNSON
MRS MC-COY
MRS MARCUM

C. Contract: (Productive Workers)

1. General Information:

a. Source of contract information:

(1) Interviews with E.E.SMITH- PRESIDENT-
(2) Verified by reference to contract
(3) Contract attached to schedule ✓

DATE OF CONTRACT- FEBRUARY-16-1943

b. Date contract expires DURATION OF WAR-CONTINUE FROM YEAR TO YEAR 30 DAY NOTIFICATION OF CHANGE - PAGE 7- LAST-PARAGRAPH OF CONTRACT.

c. Kind of contract: (check)

(1) Closed shop
(2) Open shop
(3) Other:
(a) Preferential
(b) Maintenance of membership ✓ PAGE 1- SECTION-1 IN-CONTRACT.

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ✓ No
(1) If not, rates: Men Women

b. Automatic progression policy: Yes ✓ No
(1) If such policy, same for women as for men: Yes ✓ No

c. Does contract provide for equal pay: YES
(1) By equal pay clause: Yes No ✓
(2) By rate of job: Yes ✓ No
JOB EVALUATION THRUOUT PLANT-PAGE 5-SECT 4 IN CONTRACT

3. Seniority:

a. Types of: Plant wide Departmental
NO MENTION-IN-CONTRACT-(SENIORITY-RIGHTS-WITHIN CLASSIFICATIONS)
b. Does contract limit women's seniority rights? PAGE 2-SECT. 2-CONTRACT
(1) To other women: Yes No ✓
(2) To the duration only: Yes No ✓
(3) If any seniority provision different for men and women, explain:
NO DIFFERENCE - EMPLOYEES-ALL THE WAY THRU.
SENIORITY-CLAUSE
PAGE 2-3-SECTION-1-2-3-4-5-6-7-8-9-10-

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men Women
(3) Paid for: Men Women

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No
(1) Maximum length NO SPECIFIC TIME STATED
(2) Length of service necessary to get maximum NOT STATED
PAGE 3-4-SECTION-1-2-3-IN-CONTRACT

D. Job and Rate Sheet:

1. Are jobs and rates classified by male and female: Yes No ✓

2. In jobs employing both men and women, are rates the same? Yes ✓ No

E. Plant Practices:

1. What method is used in determining comparability of work between men and women?
   a. Decision of management
   b. By bargaining
   Explain: JOB EVALUATION -

2. Is a formal job evaluation plan used in determining comparability: Yes ✓
   No _____ Comments:

ON OCT 1-1941 CO. ESTABLISHED A JOB EVALUATION SYSTEM BY WHICH EACH JOB IN THE PLANT, WAS DESCRIBED, AND EVALUATED, ON A SYSTEMATIC BASIS. HOURLY PAID EMPLOYEES, FOUND BY THAT SYSTEM, TO HAVE BEEN UNDERPAID, WERE RAISED TO THE BASE RATE OF PAY AS OF THE PRECEDING JULY-1 THIS COST THE CO. ABOUT $45,000 PER YEAR. THIS - ADJUSTMENT AND 5¢ HR RAISE. ARE THE ONLY - INCREASE IN PAY AWARDED SINCE OCT-5-1936 - (TAKEN FROM UNION BRIEF TO W.L.B. IN 1942)

3. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
   a. If so, is it due to suitability of job: Yes _____ No ✓
   Comment
MRS - C.E. MC-COY - SAID - WOMEN ARE WORKING ON - SOME OF THE HIGHEST - SKILLED JOBS - RECEIVING TOP RATES. MRS MARCUM - STATED AS THE MEN ARE BEING DRAWN INTO SERVICE THE WOMEN UPGRADE, AND STEP INTO THE MORE SKILLED JOBS.

   b. If to other reasons, explain

4. Method of pay for majority of women: (Check one.)
   a. Time_____
   b. Piece ✓

5. Are women given equal seniority with men: Yes ✓ No_____
   If not, explian

6. Placement on shifts:
   a. Number of shifts SOME DEPT HAVE - 1 SHIFT
   b. Does placement depend on seniority: Yes_____ No ✓
   Explain:
   EMPLOYEES ARE HIRED IN ON WHATEVER SHIFT, CO. HAVE NEED OF - THEY MAY TRANSFER - IF OPENINGS ARE AVAILABLE. IN TRANSFERING, SENIORITY - PREVAILS.

7. Rest periods:
   a. Does plant allow formal rest periods: Men_____ Women ✓
   b. If so, are they paid for: Men_____ Women ✓
   c. If deducted:
      (1) By hourly rate differential: Men_____ Women_____
      (2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30 MIN- Women 15 MIN
   b. Paid for: Men NOT-PD-FOR Women PAID FOR
   c. If sex differential, give reason:
   AS FAR AS I COULD FIND OUT, WOMEN IN SOME DEPT. HAVE 15 MIN. AND PAID FOR. IN OTHER DEPT. WOMEN HAVE SAME AS MEN 1/2 HOUR AND NOT PAID FOR. WOMEN WHO HAVE 15 MIN - LUNCH PERIOD - GET OFF - 15 MIN EARLIER AT END OF THEIR SHIFT.

9. What is plant practice in regard to pregnancy:
   a. No policy:_____
   b. Discharge NO
   c. Leave of absence YES - PAGE 8 - LEAVE OF ABSENCE - SECT I
      (1) If yes, what is time limit_____

MRS MC-COY - STATED - WOMEN USUALLY - QUITT

F. War Labor Board Case:

1. Title of case OLIVER FARM EQUIPMENT COMPANY Regional Number NAT. W.L.B.

UNITED FARM EQUIPMENT - WORKERS OF AMERICA - LOCAL 112 - C.I.O.

2. Date of regional decision: NAT. W.L.B. OCTOBER - 27 - 1942

3. If pending before National Board, check_____

4. Type of case: (check one) Voluntary_____ Dispute ✓

5. Was case brought at time of negotiation of contract? Explain.

THIS WAS A NAT. W.L.B. RULING & CASE WAS NOT IN REG 6 - W.L.B. FILES. I DONT KNOW, IF CASE WAS BROUGHT - IN - AT TIME OF NEGOTIATIONS.

6. What led to union taking it to W. L. B. Explain background of case:

CO & UNION - COULD NOT AGREE ON CONTRACT, THEY HAD NEGOTIATED FOR SOME TIME.
UNION ASKED FOR TWO WEEKS VACATION FOR EACH YEAR. CO. ASKED FOR - THE PARTICIPATION BY FOREMEN IN PRODUCTION WORK, WAS ALSO AN ISSUE. FINALLY - THREE ISSUES WENT BEFORE THE BOARD.

7. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

EQUAL PAY - WAS NOT AN ISSUE. UNION HAD EQUAL PAY - BY - EVALUATION OF JOBS.

ISSUES
- WAGES
- VACATIONS
- UNION SECURITY

8. W. L. B. Ruling.

1 WEEKS VACATION WITH PAY-
JOB EVALUATION, WAS STRENGHTENED
PERMITTING, ADJUSTMENTS,
UNION SECURITY
CONTRACT APPROVED
10¢ HR INCREASE - ACROSS THE BOARD.

9. If equal pay was ordered, when did it become effective: (Check one)
   a. On date of ~~expiration~~ of contract
   b. On date of certification to W. L. B.
   c. On date of W. L. B. decision
   d. Not yet in effect NOT APPLY

10. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

NAT. W.L.B. RULING IS IN EFFECT

11. How did women workers benefit from case?

THE RULING COVERED ALL PRODUCTION WORKERS ALIKE

OLIVER-FARM-EQUIPMENT-CO, SOUTH-BEND-IND,
FARM-EQUIPMENT-WRKS-LOCAL-112-C.I.O.

The local spnsors a Credit Union with a women Fin. Sec. and 1 women on Supervisory Board.

All Stewards, and all foremen in plant meet once a month, talk over production, any bottle necks, in the plant is discussed. Various items are talked over. These meetings make for better co-operation between foremen and Employees.

Mr Smith stated, the men want the women to take a more active part, he has urged the union to run for office, but without success. He had a very fine attitude toward colored workes, + their is absolutely no prejudice, against either women or colored workes.

He said the workes made big gains in the job evaluation. Some jobs were being paid 40¢ hr under the job evaluation those jobs were brought into the higher paid bracketts.

The begining rate is 70¢ hr. for both men & women.

The office help is organized, in a different local, but affiliated with FARM-EQUIPMENT-INT. UNION.

3 minuts per hr. allowed for pusonal time on all job evaluation.

THE PLOW

GROUNDBREAKER FOR INDUSTRIAL DEMOCRACY

PUBLISHED IN THE INTEREST OF ALL UNION PEOPLE EMPLOYED AT THE OLIVER SOUTH BEND PLANT

LOCAL 112 LOCAL 153

JANUARY ISSUE

Sunday, January 9th, at 919 South Michigan Street, the Executive Board of your Local played host to all the Executive Boards in the State of Indiana affiliated with the U.F.E.M.W.A. The meeting was chaired by District Vice President, Richard Marhanka. The purpose of the Conference was to coordinate the work of all locals in such things as Education, Political Action and other problems which we will be forced to meet in 1944. One of the itmes of interest to everyone which was thoroughly discussed was the matter of the Soldier Vote. The conference went on record as demanding that every member of our Armed Forces be given the opportunity to cast his ballot in the election to be held this year. Some members of Congress seem to be afraid to let our boys vote. Maybe they are afraid they will lose their soft jobs.

The Indiana Locals reaffirmed their no-strike pledge and resolved to continue to give our all to the War Effort.

Copies of all resolutions are on file at the Union Office for those who wish to see them. Some of them are quite lengthy and we are sorry not to be able to publish each and every one in the PLOW. They are all important and reflect the progressive attitude being shown by organized labor.

OVER

EDITORIAL PAGE

NEW YEAR'S RESOLUTIONS

January First is the accepted time for making resolutions, but it is never too late to resolve to do things which we are convinced will be of benefit to ourselves and our loved ones. Everyone should resolve to attend his Union meetings regularly. Your Union is the watchdog of your bread and butter. Decisions must be made on many things which directly affect you and me. Why not have a voice in these matters? Your Union needs your advice and counsel. No Union should have its policies dictated by a few at any time, but what can we expect if there aren't enough people active in formulating these policies.

Today, the scopy of organized labor is ever broadening. Many, many things are being done to better our conditions, and it takes people-interested intelligent people - to do those things which must by all means be done. It is a privilege and an honor to serve your fellow-man in any capacity for which you might be especially fitted. You may have some special talent unknown even to yourself. There is one way to find out - volunteer to serve in any way in which you can be of help. A few people - a very few - are now carrying the load for all of us. Weill we allow these people to continue to do our share? If the burden were just a little lighter, these active ones could do a much better job in those things for which they are particularly fitted. Give it a thought, and resolve now to carry your share in 1944.

SMITTY SAYS:

A Message from the President of Local #112.

We are asking for an increase in wages due to the fact that prices have steadily risen while our earnings have stood still. Anything we gain in the way of a raise must be protected by using our collective power to prevent these two factors from again getting out of balance.

We can best do this by participating in the Political Action Program being set up in Local #112. We must not forget that Congress can take away our gains faster than we can make them. Therefore - we must at all times be ready to protect our interests in everyway possible. An intelligent vote at election time is the best way I can think of.

Marvel Raker - CO-EDITORS - Jack McCarthy

Oma Johnson
Assistant

23

1. Comments
2. WLB Directive Order
3. Memorandum to WLB
4. Report and Recommendations of the Panel
5. Employees' information and general factory rules.

23 L

U. S. Department of Labor
WOMEN'S BUREAU
Washington

January 22, 1944

Agent A. O'CONNOR

Date FEB- 17- 1944

Plant involved THE TORRINGTON CO- BATAM BEARINGS DIVISION SOUTH BEND IND.

Name, title, address of persons interviewed LYLE E. HUGHES-PRES- 2020 N. MAIN-MISHAWAKA- IND-
HAROLD-JENSEN-FIN. SEC. 610 GLADSTONE AVE-SO. BEND-IND
MISS-VERA-MC-KENZIE-BARG-COMM-306 E. VICTORIA-SO. BEND-IND
MIS-BERYL-HARMAN-STEWARD- 302 E. OHIO-ST- SO. BEND- IND
MISS-LOUISE-VLEAMINCK-SERG-AT-ARMS- 411 So. DUNDEE- SO. BEND- IND.

Trade Union Survey

A. **Information Concerning Local Unions**

1. Name of Union UNITED AUTOMOBILE WRKS- Affiliation C. I. O.
2. Local No. 590 Address 919 So. MICHIGAN-SO. BEND-IND
3. How long local organized? 1938 = 5 YEARS
4. How long women members 1938 = 5 YEARS
5. President's name and address, if not listed above ABOVE
6. Plants organized by local unions:

Names	All plant employees		Union employees	
	Men	Women	Men	Women
ONE PLANT- THE TORRINGTON CO.				

7. Union cost to worker:

		♂ Men	♀ Women
a.	Initiation fees	2.00	2.00
b.	Dues (specify period covered)	1.00 MO.	1.00 MO.
c.	Fines (" what for)	NOT ATTENDING NOMINATION OF OFFICERS	
d.	Other MEETING-AND ELECTION OF OFFICERS-$1.00 FINE FOR EACH		

8. Women's local union activities:

a. Union committees other than plant committees:
EDUCATIONAL-COMM- 1 WOMEN
SOCIAL-COMM- 2 "

b. List other committees on which women might serve:
GOOD & WELFARE COMM

c. Local union offices held by women:
SEARGENT AT ARMS

d. Attendance at union meetings:
NOT VERY GOOD. IF A REAL ISSUE ARISES. WOMEN ATTEND-BETTER THAN MEN.

9. Union program and union's official attitude toward women: (Give source of comments.)
NO PARTICULAR PROGRAM. MR HUGHES-PRES. ATTITUDE, WAS GOOD. BUT NOT ENTHUSIASTIC ABOUT THE INTEREST OF WOMEN. HE SAID THE MEN ACCEPTED THEM BECAUSE OF THE WAR. JENSEN, FIN. SEC. WAS NOT KEEN ABOUT WOMEN IN GENERAL. HE DID SAY, THE LOCAL HAD SOME VERY FINE WOMEN IF THEY WOULD ONLY COME TO MEETINGS.

10. What is union's attitude toward equal pay: (Give sources.)
MR. HUGHES PRES- BELEIVES IN EQUAL PAY. IF WOMEN TURN OUT QUANITY, + QUALITY OF WORK. IF NOT-- A BIG NO.
MR JENSEN-FIN. SEC. SAID, THE MEN REALIZE IF THE WOMEN DO NOT RECEIVE THE SAME RATE FOR THE JOB, THE WOMEN WILL EVENTUALLY UNDERMINE THE MEN.

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. Name of plant THE TORRINGTON CO. BATAM-BEARING DIDISION-
2. Address SOUTH-BEND- INDIANA
3. Product BEARINGS- FOR AIRCRAFT- ANY TYPE OF BEARINGS
4. Number of employees: Men 466 Women 234
5. Number of union members in this plant: Men 395 Women 197
6. How long union recognised in this plant: 1938- 5 YEARS
7. How long women in this plant members of union: 1938- 5 YEARS- ABOUT 15-20 WOMEN IN PLANT IN 1938.
8. Arrangement for payment of dues: (check one)

   Checkoff ____ Steward ✓ Other ____
9. Were women employed on production in this plant in normal times: YES- FEW STATED ABOVE
10. Women's union activities in this plant:

    a. Shop steward: No. men 12 No. women 1

    b. Grievance committees: No. Men 4 No. women 1

    c. Contract or bargaining committees: Yes ✓ No ____
    No. men 4 No women 1

    d. Labor management committees: Yes ____ No ✓
    No. men ____ No. women ____

    e. Other union committees in plant; whether women represented: NO
    TRANSPORTATION- COMM- 1 MAN- REPRESENTED.

11. Union program in this plant affecting women: (Give sources.)
    NO PROGRAM IN PLANT-
    THE FIVE WHOM- I INTERVIEWED

C. Contract: (Productive Workers)

1. General Information:

a. Source of contract information:

(1) Interview with_____
(2) Verified by reference to contract_____
(3) Contract attached to schedule ✓

b. Date contract expires Sept 18- 1943- CO-+ UNION-NEGOTATING NEW-CONTRACT-AT PRESENT

c. Kind of contract: (check)

(1) Closed shop
(2) Open shop
(3) Other:
(a) Preferential
(b) Maintenance of membership ✓ PAGE 4-ARCT-1-SEC. IV.

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No ✓
(1) If not, rates: Men 62½¢ PR-HR Women 44¢ PR-HR
PAGE 13-SECT. 8-9

b. Automatic progression policy: Yes ✓ No_____
(1) If such policy, same for women as for men: Yes ✓ No_____
If policies differ, explain
PAGE 12-SECT-4-5-. CONTRACT.

c. Does contract provide for equal pay:_____
(1) By equal pay clause: Yes ✓ No_____
(2) By rate of job: Yes_____ No_____

PAGE-13-SECT. 16-
AFTER-9 MONTHS EXPERIENCE. YE-GODS.
CLASSIFICATION-RATES-PAGE 16-17-18-CONTRACT-

d. If contract does not provide for equal pay, does it openly discriminate against women: YES If so, explain:
BEGINING RATE NOT EQUAL-PAGE 13 SECT-8-9-CONTRAC
MALE & FEMALE RATES-ON INSPECTION-PAGE 18-CONTRACT

3. Seniority:

a. Types of: Plant wide ✓ Departmental ✓

PAGE 8-SECT-3 - CONTRACT-

b. Does contract limit women's seniority rights?
(1) To other women: Yes ____ No ✓
(2) To the duration only: Yes ____ No ✓
(3) If any seniority provision different for men and women, explain:

NONE- PAGE 8- ARTICLE 4- ALL ON SENIORITY-

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision fwr lunch period:

(1) No provision ✓
(2) Length of lunch period: Men ____ Women ____
(3) Paid for: Men ____ Women ____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No ____
(1) Maximum length 30 DAYS - MAY BE EXTENDED
(2) Length of service necessary to get maximum NOT- STATED

PAGE 9 - ARTICLE V-SECT-1 - IN CONTRACT.

D. Job and Rate Sheet:

1. Method of pay for majority of women: (Check one.)
   a. Time ABOUT - HALF
   b. Piece ABOUT - HALF

2. Are jobs and rates specifically listed by male and female: Yes_____ No_____
   INSPECTION JOBS LISTED MALE-FEMALE - OTHERS ARE NOT.
3. In jobs employing both men and women, are rates the same? Yes_____ No ✓

E. Plant Practices:

1. What method is used in determining comparability of work between men and women:
   a. Decision of management ✓
   b. By bargining ✓
   Explain:
   MANAGEMENT MAY DETERMINE COMPARABLE WORK, WRKS NOT SATISFIED GOES TO GRIEVENCE PROCEEDURE

2. Is a formal job evaluation plan used in determining comparability: Yes_____
   No ✓ Comments:

3. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
   a. If so, is it due to suitability of job: Yes ✓ No_____
   Comment MR HUGHES STATED THE CO. INSISTED ON WOMEN DOING A CERTAIN JOB REQUIRING USEING HEAVY PLYORS 7 WOMEN TRIED IT, BUT WERE UNABLE TO CONTINUE. LOUISE VLEAMINCK, SAID WOMEN RECEIVE EQUAL PAY IF THEY QUALIFY.

   b. If to other reasons, explain
   HAROLD JENSEN, STATED OWING TO THE MEN LEAVING FOR THE SERVICE, CO. HAVE INSTRUCTORS FOR THE WOMEN

4. Are women given equal seniority with men: Yes ✓ No _____
If not, explain

5. Placement on shifts:
a. Number of shifts SOME DEPT ON 3 SHIFTS - SOME DEPT ON 2 SHIFTS
b. Does placement depend on seniority: Yes _____ No ✓
Explain:
SHIFTS - ROTATE

6. Rest periods:
a. Does plant allow formal rest periods: Men NO Women NO
b. If so, are they paid for: Men _____ Women _____
c. If deducted:
(1) By hourly rate differential: Men _____ Women _____
(2) By deduction for amount of time involved: Men _____ Women _____

7. Lunch periods:
a. Length of lunch period: Men 15 MIN Women 15 MIN
b. Paid for: Men NO Women NO
c. If sex differential, give reason:

8. What is plant practice in regard to pregnancy:
a. No policy: _____
b. Discharge _____
c. Leave of absence ✓
(1) If yes, what is time limit _____
NO RIGID - RULE, SOME WOMEN ARE ABLE TO WORK LONGER THAN OTHERS.
VERA McKENZIE STATED ONE WOMEN AT PRESENT HAS HAD LEAVE OF ABOUT - 5-6 MONTHS.

F. War Labor Board Case: CO. (BANTAM BEARINGS-DIVISION) SOUTH BEND - IND.

1. Title of case THE TORRINGTON Regional Number 6
+ INT. UNION, U. A. A. A. I. WRKS - OF AMERICA
LOCAL 590 - C. I. O.

2. Date of regional decision: NOVEMBER 17-43

3. If pending before National Board, check _____

4. Type of case: (check one) Voluntary _____ Dispute ✓

5. Was case brought at time of negotiation of contract? Explain. N R

6. What led to union taking it to W. L. B. Explain background of case:
SMOOTH NEGOTIATIONS STOPPED APPROXIMATELY 7 MO. AFTER 1941 CONTRACT - WAS SIGNED, WHEN THE CO. PUT AN ENTIRELY DIFFERNT INTERPRETATION ON PARTS OF THE CONTRACT THEN IN EFFECT. UNION & CO. COULD NOT AGREE. ON ISSUES. SET FORTH BELOW (ABSTRACT FROM UNION BRIEF IN W.L.B. CASE)

7. **Issues.** Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

~~1.~~ UNION DID NOT ASK FOR EQUAL PAY

1. TIME STUDY METHODS
2. PIECE WORK RATES FOR NEW WORK
3. PAYMENTS FOR EXPERIMENTAL WORK

8. W. L. B. Ruling.
TO CONTINUE COLLECTIVE BARGAINING ON SUBJECTS OF
1. TIME STUDIES
2. PIECE RATES FOR NEW WORK
3. PAYMENTS FOR EXPERIMENTAL WORK
SUCH MATTERS AS PARTIES ARE UNABLE TO AGREE UPON, SHALL BE MADE THE BASIS OF GRIEVENCE PROCEEDURE
PAGE 4 - PANEL - REPORT

9. If equal pay was ordered, when did it become effective: (Check one)
a. On date of expiration of contract_____
b. On date of certification to W. L. B._____
c. On date of W. L. B. decision_____
d. Not yet in effect_____
DONT APPLY

10. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:
CO. & UNION HAVE NEGOTIATED ON ABOVE ISSUES, AND DONT AGREE. THE CONTRACT EXPIRED SEPT. 18-1943. NO NEW CONTRACT HAS BEEN SIGNED. CO. CLAIMS THEY HAVE NO CONTRACT WITH THE UNION. CONSEQUENTLY, THE SAME ISSUES, AND CONTRACT, ALSO UNION IS ASKING FOR
75¢ HR BEGINING RATE FOR MEN,
65¢ " " " " WOMEN.
WILL BE TAKEN TO W.L.B. CASE NOT CERTIFIED YET.

11. How did women workers benefit from case?
NO BODY - BENEFITED - CASE - GOING BACK TO W.L.B.

11

THE TORRINGTON- CO- SOUTH BEND- IND. + U. A. LOCAL- 590. U. A.

Vera Mc Kenzie stated, the men resented the women coming in doing mens work, but now they co-operate. She served as Steward for two years. Men wanted her for bargaining comm. last year but she refused, however they finally convinced her to run this year, she was elected. She is an inspector, and carrys heavy trays of rolls, to be weighed in. Each tray weighs 5 20-29 lbs each. She claims she lifts and carries about 6 tons a day. No conveyor system in plant. She worked in plant 5 years, and it is almost impossible to secure women to serve on committees, she said.

Beryle Harmon stated Co. inaugerated a bonus system, based on extra production, which is posted on bulletin boards. Union unable to question Co. on production figures. Lead girls do not receive higher rates, but she was pretty sure the men leaders receive more. All lead girls belong to Union

Louise Vleaminck stated the men wanted her to run for office, she refused, but they elected her seargent at arms, she accepted it as a joke. She said women recieve same rates if they qualify. Co. has men teach women on machines. She tried to set up machines, but found it was too heavy work. Co. has a minimum day rate of 56¢ hr for women. She was making 72¢ hr on piece work, then changed to another job + reduced to 56¢ min. day rate. Men are guarenteed day rate plus 15% bonus. She stated the girls fuss + fume among themselves, but will not go to a meeting and do something. Women have been working 10 hrs a day - 8 hrs on Sat. for over a year, a lot of Sunday work too.

VERA MC. KENZIE STATEMENT.

Some of the women have gone to doctors and received certificates stateing, they are unable to work more than 8 hrs a day, and 8 hours becomes their work day.

They all stated, they were too tired to attend union meetings,

This Co. wage rates are much lower than Studebaker, but the women I interviewed, stated they had seniority, and when the war ceases, they would have a job, whereas if they quitt, and go elsewhere, and the war ends, they would be out on a limb.

Mr Hughes was very co-operative. I received the copy of contract from him. He stated Co. has one set up man for 12 machines, one women runs two machines they earn around $60.00 a week & pay $20.00 or more per week to the set up man, his earnings run well over $100.00 a week (2/1) This procedure, have been negotiated and agreed upon. He stated they have had many grievances over men resenting the women replacing men on the jobs.

Mr Jensen stated Mr Hughes & himself will be out of office next month, they had tried to have the women run for office, but to no avail. Women are good paying union Members. He stated womens day rate is lower then mens on same job, because women dont equal the production. The polishing job is the only one where the rates are the same, now, that is in his department. He stated you have to be employed there (in the plant) 6 months, before you can qualify for any bonus. Then, there is a group production bonus.

Generally speaking this is a lower paid plant, and with all the bonus, they all stated their wages dont come up to Studebaker.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of:	:	
	:	
THE TORRINGTON COMPANY (Bantam Bearings Division) (South Bend, Indiana)	:	Nov 17-43
	:	
and	:	
	:	
INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT, AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL NO. 590, CIO 590-	:	Case No. 111-2506-D

DIRECTIVE ORDER

The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders and Regulations issued under the Act of Congress of October 2, 1943, hereby approves and adopts the recommendations of its panel as its directive order disposing of this case.

This order shall stand confirmed as the order of the National War Labor Board and shall take effect fourteen (14) days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, Washington, D. C., in which event the portions of this order of which review is sought shall be suspended until disposition of the petition for review, or until the N.W.L.B. otherwise directs, or the parties otherwise agree.

FOR THE PUBLIC	FOR INDUSTRY	FOR LABOR
s/Dale Yoder	s/J. B. Beardslee	s/Samuel C. Hyatt
s/Peter J. Angsten	s/Franklin B. Evans	s/Paul A. Givens

MEMORANDUM November 3, 1943

TO: Members of Sixth Regional War Labor Board

FROM: John O. Levinson

SUBJECT: The Torrington Company (Bantam Bearings Division) South Bend, Indiana and The International Union: United Automobile, Aircraft, Agricultural Implement Workers of America, Local #590, CIO Case No. 111-2506-D

PANEL: M. A. Heidt, Industry
Al Skinner, Labor
Irving Goldstein, Public

ISSUE: The issue revolves around the piece work system. The Union alleges that the time study methods are inadequate and unsatisfactory and that a permanent time study system be instituted. The company contends that the time study system is adequate. Panel finds that recently a new time study man has been hired whose methods of timing are considered more satisfactory, scientific, accurate, safe and fair. Panel recommends that if further time study procedure on part of company as applied to any work is unfair and unreasonable, that should be subject to the grievance procedure.

Union further contends that there is no satisfactory or scientific method of fixing piece work rates for new jobs and that the company continually changes its methods of determining piece work rates for new work. Company contends that present procedure is fair and adequate. Panel unanimously finds that the method of establishing rates for new work is inaccurate, unscientific and tends to create unsatisfactory labor-management relationship. Panel recommends the parties be directed to bargain and establish a more accurate and scientific method in the event no agreement is reached, the grievance procedure should be resorted to.

The remaining issue concerns experimental work. Union asks that average hourly earnings on a piece work basis be paid for such work. Company pays guaranteed rate plus 15% now. Panel finds that present payment is unfair and that the parties should in negotiating the new agreement include a reasonable compensation to the individual worker not engaged in group operations in cases where the worker is transferred for the benefit of the company to do experimental work.

John O. Levinson
Review Officer

UNITED STATES OF AMERICA
Before the
NATIONAL WAR LABOR BOARD
Region VI

In the Matter of	:	
	:	
THE TORRINGTON COMPANY,	:	Case No. 111-2506-D
(BANTAM BEARINGS DIVISION)	:	
SOUTH BEND, INDIANA	:	October 8, 1943
	:	
and	:	
	:	
THE INTERNATIONAL UNION: UNITED AUTOMOBILE, AIRCRAFT, AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL NO. 590, CIO	:	

REPORT AND RECOMMENDATIONS OF THE PANEL

STATEMENT OF THE CASE

This case was certified to the National War Labor Board on the 6th day of July, 1943. On the 25th day of August, 1943 the Board appointed the undersigned to hear the issues of dispute. Briefs were submitted by the Union on the 2nd day of August, 1943 and by the Company on the 28th day of July, 1943. Hearings were held by the Panel in South Bend, Indiana on September 1, 1943 and on September 28th, 1943, at which time and place both parties and their representatives were present.

THE PARTIES

THE COMPANY

The Torrington Company (Bantam Bearings Division) succeeded the Bantam Ball Bearings Company, a corporation, which was organized in 1905 under the laws of the State of Connecticut. The original company, the Bantam Ball Bearings Company, was engaged in the manufacture of anti-friction bearings from 1905 to 1928, having its plant located at Torrington, Connecticut. In 1928 it moved its plant and business to South Bend, Indiana and was incorporated under the laws of Indiana. In 1935 all of the outstanding capital stock of the Bantam Ball Bearings Company was acquired by and has since been held by the present company, known as the Torrington Company of Torrington, Connecticut. The principal offices and place of business of the predecessor company and the present company have been maintained in the City of South Bend, Indiana since 1928. The Company, while still engaged in the manufacture of anti-friction bearings, has been engaged in manufacturing bearings for gun mounts under contract with the United States Navy since 1932. Its governmental commitments have steadily increased until July 1941, when and since all production of the Company has consisted of war work, directly or indirectly, on priorities of A-10 or higher.

Included among the articles manufactured by the Company are large bearings for gun mounts, bearings for was tank mechanisms, rollers for transmission and universal joints for all kinds of motor-driven vehicles for war-purposes, as well as bearings for machine tools.

THE UNION

Local #590, International Union: United Automobile, Aircraft, Agricultural Implement Workers of America, CIO, was certified by the National Labor Relations Board in 1939 as the exclusive representative, for the purpose of collective bargaining for all Company employees at its South Bend, Indiana plant. Collective bargaining negotiations between the Union and the Company resulted in successive agreements. The last one, dated September 18, 1942, effective for one year, is automatically renewable unless notice of desire to revise be given by the parties thirty days prior to the expiration date. Apparently such a notice has been given, for the parties are now engaged in negotiating a new agreement.

NUMBER OF EMPLOYEES INVOLVED

The number of employees now involved approximate 700 persons.

THE ISSUES

I Time Study Methods
II Piece Work Rates for New Work
III Payments for Experimental Work

I. Time Study Methods

A. Union's Contentions:

1. No definite form of time study was practiced by the Company until approximately January 1, 1943 and, since said date, the time study form introduced by the Company has been unsatisfactory.
2. The Union requests that a permanent time study system be instituted that would be fair to every piecework employee.

B. Company's Contention:

1. That an adequate time study system has been maintained and is now being maintained as to all work reasonably requiring time studies.

C. Discussion:

At the original Panel hearing at South Bend on September 1, 1943 the Union claimed complete dissatisfaction with the time study methods employed by the Company at the plant. However, at the subsequent hearing on September 28, 1943, representatives of the Union stated that the Company had employed a new time study man whose methods of timing were considered by them to be more satisfactory, scientific, accurate and fair. In the event further time study procedures on the part of the Company as applied to new work shall prove to be unfair and unreasonable, resort may then be had to grievance procedure.

II. Piece Work Rates for New Work

A. Union's Contentions:

1. That no satisfactory or scientific method is employed by the Company in fixing piecework rates for new commercial jobs.
2. That the Company continually changes its methods of determining piecework rates for new work.

B. Company's Contention:

1. That it has always had and now has a fixed, permanent policy for establishing piecework rates for new commercial jobs.

C. Discussion:

While at the first Panel hearing the spokesman for the Union made general claims that the Company had no fixed policy in establishing piecework rates for new jobs, the Union failed to present documentary data or specific evidence in support of their contentions. The Company, on the other hand, has steadfastly maintained at both hearings that piecework rates for new work are established as follows: (1) Orders for large numbers of bearings are time-studied and prices fixed on the basis of such time study; (2) Where the orders received are for bearings similar to those either now manufactured by the Company or previously manufactured by the Company, the prices are established on a comparison basis adjusted to the present wage rate. The prices fixed for such new work are paid on the same basis as that previously paid for said comparable work. (3) On unusually small orders for one or more bearings where no comparable work was

previously done and where, obviously, the expense of time study would not be warranted, the prices fixed have been on an estimated basis.

The hearing disclosed that 10 per cent of the plant production involves new work.

It is the unanimous opinion of the Panel, based on the evidence disclosed at the hearings, that the Company's present wage rate structure, establishing rates for new work, is inaccurate and unscientific and tends to create unsatisfactory labor management relationship.

It is the unanimous opinion of the Panel that a more accurate and scientific method of fixing and establishing rates or prices for new work be inaugurated by the Company, the exact methods to be agreed upon during the pending collective bargaining negotiations. In the event no such agreement is reached, then resort may be had to the grievance procedure.

III. Payments for Experimental Work

A. Union's Contention:

1. That the Company should pay piecework employees engaged in experimental work on a bisis of their then current average hourly earnings.

B. Company's Contention:

1. That the provisions in the contract guaranteeing the operator his occupational piece rate plus 15 per cent bonus, should be maintained.

C. Discussion:

While at the first Panel hearing experimental work was discussed, it was stated and agreed by both parties that such work was comparatively rare; in fact, experimental work was agreed to be isolated instances. However, the Panel now feels that these so-called isolated instances may well give rise to considerable discontent on the part of the employees which might be reflected in reduced production. At the second hearing the Company made the statement that but one-half of one per cent of the production of the Company was concerned with experimental work. This statement was not disputed or challenged by the Union. In view of the fact athat the average hourly earnings of employees engaged in piece work amounts to $1.82, it can be readily seen that when the individual worker is taken off of piece work for several hours or for one or two days or more, there results a sharp decrease in his earnings. It is conceded that only the ablest and most skilled workers are selected by the Company for this experimental work. Compensation to incentive workers is either on a group basis or on an individual basis, depending upon the type of operation involved. Where the highly skilled worker is selected for experimental work from among those working on a group incentive basis, it results in the entire group absorbing part of the decrease in earnings sustained by the individual performing the experimental work. In the case of the individual worker not engaged in group operations, however, he, the said individual, must absorb the entire loss in earnings personally.

Such experimental work is in the nature of laboratory research, the result of which, ultimately, is for the benefit of the Company. Under the circumstances, it does not seem fair that the skilled employee who is selected for doing such experimental work should be penalized in his earnings. The Panel, therefore, feels that the parties, in negotiating the new agreement, should include a reasonable compensation to the individual worker not engaged in group operations, to take care of any loss or at least a part of such loss of earnings due to temporary transfers at the convenience of the Company for experimental work. It is also the opinion of the Panel that some adjustment be made in the compensation of those engaged in group operations on the incentive plan, to compensate the group for some portion of the loss of earnings due to the temporary transfer of these skilled workers to experimental work.

RECOMMENDATIONS

It is recommended that the Board direct the parties hereto to continue collective bargaining negotiations as to the subjects of: (1) Time Studies, (2) Piece Work Rates for New Work; (3) Payments for Experimental Work, in the light of the discussions and opinions set forth herein and that in the event they are unable to reach an agreement thereon, then and in that event such matters as the parties are unable to agree upon shall be made the basis of grievance procedure.

/s/ M. A. Heidt
Industry Member

/s/ Al Skinner
Labor Member

/s/ Irving Goldstein
Public Member

EMPLOYEES' INFORMATION AND GENERAL FACTORY RULES

BANTAM BEARINGS CORPORATION

SOUTH BEND, INDIANA

Name_____

Clock No. _____

OCTOBER, 1942

FOREWORD

We are glad to have you a member of the Bantam "family."

You are now associated with a Company that has an enviable reputation, earned over a period of years, for the quality of its products and the skill with which they are engineered and manufactured.

We are justly proud of this reputation which has resulted in steadier work for our employees than is general throughout the industry, and we hope you will share in that pride and exert every effort to warrant the confidence that the users of Bantam products have placed in our organization.

As an employee in a factory doing a large amount of National Defense Work, it is very necessary that you know the Defense Regulations and also the rules that govern your work here.

This booklet has been prepared for your guidance. We ask that you read it carefully in order that you may understand how we can all best work together for our general welfare.

BANTAM BEARINGS CORP.

PART I

Working Agreement with Local No. 590 U. A. W. A. (CIO)

WORKING AGREEMENT

This agreement was written and entered into by and between Bantam Bearings Corporation of South Bend, Indiana, who shall hereinafter be referred to as the Company and the International Union, United Automobile Workers of America, Local No. 590, affiliated with the Congress of Industrial Organizations, who shall hereinafter be referred to as the Union.

This agreement supersedes any former employment agreements implied, understood, or written, and is the only agreement of any kind between the contracting parties.

ARTICLE I — RECOGNITION

Section I—The Company accepts representation of the United Automobile Workers of America, Local No. 590, that its representation constitutes more than a majority of its employees in the South Bend plant, and consequently, in accordance with Section 9-A of the National Labor Relations Act, the Company recognizes the Union as its exclusive representative of all of its employees in the South Bend plant except confidential salaried employees for the purpose of collective bargaining, in regard to rates of pay, wages, hours of employment or other conditions of employment.

Section II—The Company will not interfere with the right of employees to become members of the Union. Neither the Company nor any of its agents will exercise discrimination, interference, restraint or coercion against any representative of the Union because of such representation.

Section III—The Union will not accept for membership confidential salaried employees.

Section IV—All employees covered by this agreement must maintain their membership in the Union or they will be automatically placed at the bottom of plant seniority list.

ARTICLE II — WORKING CONDITIONS

Section I—The Company agrees not to have foremen, assistant foremen, or clerks perform work that is normally done by production workers, unless they are demoted to production workers.

Section II—Each employee shall be given at least two hours work or its equivalent each time he or she reports for work unless they are notified not to report.

Section III—Any overt act that would tend to lower the shop morale will be subject to discipline including discharge.

Section IV—The Union agrees not to solicit members or collect dues on Company time.

Section V—It is understood that the Union will not use coercion nor intimidation in following out the procedure outlined in Section IV above.

Section VI—Apprentices shall be limited to one in every fifteen shop employees. In case of layoff or reduction in hours, apprentices will be affected in the same proportion as other shop workers. Apprentices will not participate in any group bonus.

Section VII—No employee shall be discharged without being given the opportunity to present his side of the story to the Superintendent in the presence of his foreman and an accredited representative of the Union. To maintain this right the employee must ask for his hearing immediately upon notice of discharge and no such appeal will be considered if not taken up within four working days following notice of discharge. Discharge notice will be in writing.

Section VIII—Nothing in this agreement is to be construed as abrogating the Company's right to employ, discharge for cause, or transfer, or abrogating the Union's right to strike. It is understood that transfers must not be discriminating and, if thought so, will be taken up as a grievance.

Section IX—Vacancies in productive work operations may be filled by persons having most seniority if thought promotional.

When jobs are open they will be posted one week in advance whenever possible. Selection will be made from those bidding for the job. Qualifications and Seniority, jointly, of applicant, to fill such position to be decided by the Company.

One year seniority must be established before transfer as outlined above can be requested. After transfer, six (6) months experience on new job must be had before further transfer can be requested.

Section X—Repeated failure of an employee to report for his shift without notifying management shall constitute grounds for discharge.

Section XI—Whenever a new employee is to be instructed by an older employee and a loss in wages occurs to the older employee because of such instruction, his earnings during this period will be adjusted to equal earnings based on previous four weeks. The Company will designate the employee who will serve as instructor.

ARTICLE III — GRIEVANCE PROCEDURE

Section I—A shop steward system and a Bargaining Committee shall be maintained for the purpose of handling grievances that may arise from time to time.

Section II—The following grievance procedure will be followed:

A. The aggrieved employee may take up his grievance with his foreman or his steward may take the grievance to the foreman. If not settled, then—

B. Between his department steward, head steward, superintendent and factory manager. If not settled, then—

C. Between Bargaining Committee and the General Manager.

Section III—When a grievance involves the Union rather than an individual or small group, the reference of the grievance to the Management by the Bargaining Committee is understood as following the prescribed procedure in good faith.

Section IV—The Union and Company agree that there will be no strike, lockout, slowdown or stoppage of work until the above procedure shall have been followed in good faith. It is further agreed that if an impasse is reached at this point between the Union and Management within ten days thereafter, an unbiased arbitrator shall be called in to settle the grievance and his decision shall be final.

This method shall be followed on every point covered by this contract exclusive of wages.

Section V—It is agreed that any employee violating this agreement will be disciplined, such discipline to be agreed between the Company and the Bargaining Committee.

Section VI—It is agreed that the Company will hold any of its agents responsible for any violation of this agreement and will penalize any of its agents for so doing.

Section VII—In the event of a discontinuance of operation for any reason, all Company employees for which the Union does not have bargaining rights under this contract, also the necessary maintenance men and watchmen, will be allowed to continue to work, entering and leaving the plant with no interference. These employees will do no production work and three Union observers will be allowed to enter the shop to verify the fact that no productive work is being done.

ARTICLE IV — SENIORITY

Section I—Straight seniority reckoned from the original date of hire shall prevail so far as qualifications and ability to perform services permit. Qualifications and ability to perform services shall be determined by the Company and the Bargaining Committee.

Section II—All new employees shall be considered temporary employees for the first 6 months. After this probationary period they shall be placed upon the seniority list dated from the original date of hire. Layoff of temporary employees is entirely at the Company's option but, if considered discriminatory, may be taken up as a grievance.

Section III—Temporary layoff not to exceed five (5) working days shall be made according to departmental seniority list. If temporary layoff should continue beyond five (5) working days, then plant seniority shall apply, except in emergencies when time may be extended by mutual agreement with the Bargaining Committee.

During the period of the National Emergency where transfers of a temporary nature are necessary to keep production flowing or because of material shortages, operators with experience on the job to which temporary transfer is necessary will be chosen. The classification rate for the job to which they are transferred will apply. As soon as the condition becomes corrected, these operators will be transferred back to their previous work.

Above transfer exceeding five (5) days may be extended by mutual agreement. Original date of hire will apply to such transfer if operator is qualified on job to which transfer is being made.

Section IV—Employees shall be laid off and recalled in accordance with their seniority rights. See Article IV, Section I.

Section V—In case of permanent layoff the employee shall be notified at least one week previous whenever possible.

Section VI—Seniority may be lost for the following reasons only:

A. Voluntary termination of employment.
B. Discharge for cause—See Article II, Section VII.
C. Failure to return to work within five (5) working days upon receipt of registered letter of notice to return to work unless a satisfactory explanation for not returning be made.
D. Absence of over five (5) working days without informing the Company.
E. Absence from work for twenty-four (24) months except as otherwise provided.

Section VII—Members of the Bargaining Committee must be employees of the Company and will head the seniority list of the plant. The designated stewards shall head the seniority list of their respective departments during their term of office. All members of the Executive Board and Steward Body shall change shifts as required for any officially called meeting.

Section VIII—Seniority list shall be kept up to date at all times and posted in the shop.

Section IX—The Union will provide the Company with an up-to-date list of officers, committees and stewards.

ARTICLE V — LEAVE OF ABSENCE

Section I A. Upon application filed with the Superintendent, leaves of absence up to thirty (30) days will be granted employees, without loss of seniority for just cause but not to accept employment elsewhere. Such leaves may be extended if practicable, upon request of employee ten (10) days prior to expiration of leave.

B. Employees unable to perform their duties because of sickness or disability, shall not lose their seniority and shall be put back on the job as soon as they are able to work. The Company maintains the right to require a medical certificate to prove either ability or inability to work.

C. Any employee who is elected to attend a labor activity, necessitating leave of absence, shall be granted a leave of absence without affecting his seniority rights.

D. Absence from work for United States Military service shall not affect seniority rights.

ARTICLE VI — VACATIONS

Section I—Employees who have one or more years seniority at the vacation period shall receive one week vacation with pay computed as follows. One to two years service—one percent of yearly wage. Two to five years service—two percent of yearly wage. Five years or over—three percent of yearly wage. The above percentages will be figured on wages earned between the dates of June 1, 1942 and May 31, 1943. Vacation period is at the option of the Company but will be given during June, July and August as far as possible.

ARTICLE VII — HOURS

Section I—The following principles and regulations shall apply, for the duration of the war, to the payment of premium and overtime wage compensation on all work relating to the prosecution of the war.

A. No premium wage or extra compensation shall be paid to any employee in the United States, its territories or possessions, for work on Saturday or Sunday except where such work is per-

formed by the employee on the sixth or seventh day worked in his regularly scheduled work week and as hereinafter provided.

1. Where, because of emergency conditions, an employee is required to work for seven consecutive days in any regularly scheduled work week, a premium wage of double time compensation shall be paid for work on the seventh day.
2. Where required by the provisions of law or employment contracts, not more than time and one-half wage compensation shall be paid for work in excess of eight hours in any day or forty hours in any work week or for work performed on the sixth day worked in any regularly scheduled work week.

Section II—The following days shall be classed as Holidays:

New Years, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

Section III—The work week will be reduced to thirty-two (32) hours before any employee having seniority rights is laid off. If there are any exceptions to this Section, it shall be mutually agreed upon between the Company and the Bargaining Committee.

Section IV—The work week must be increased to thirty-eight and three-quarter (38¾) hours before any employee having seniority rights is recalled except when unusual conditions require a small number of men to be called back.

ARTICLE VIII — WAGES

Section I—The management agrees with the Bargaining Committee to extend the time of the guaranteed piece work and group bonus prices until the end of the present National Emergency.

It is understood between the Company and the Committee that a major change in:

No. 1. Method of Manufacture
No. 2. Design of Article
No. 3. Stock to be removed
No. 4. Quantity lot differential

may reduce the price of the piece under question but the new price must be consistent with the average earnings of qualified men running the job.

Prices on new work will be set in accordance with piece work prices established before April 1, 1941.

Every increase in earnings of the piece or group workers will mean an increase (in the same percentage) for every day worker with six months or more service with the Company, these increases to be paid to the day workers as a bonus, covering a four-week period.

Section II—Incentive plan workers, who are qualified either first or second class, will be guaranteed a fifteen (15) percent bonus over their day rates on a weekly basis exclusive of overtime.

Section III—Classification rates shall be maintained as listed in Appendix A and B for the duration of this agreement.

Section IV—All new employees will automatically reach their classification rate within nine (9) months. One-half of this increase will be granted in four and one (4½) months.

Section V—All employees with seniority transferred to a higher rated job shall be guaranteed the classification rate on the job at the end of six (6) months, one-half to be granted at end of three (3) months. At end of qualifying period, transferred operator must equal earnings of lower fifty (50) percent of any group doing similar work or be subject to further transfer.

Section VI—All increases will be figured to the nearest penny.

Section VII—In all group departments, arrangements will be made to post an itemized statement showing debits and credits. This statement will be posted once a week.

Section VIII—The minimum hiring rate shall be sixty-two and one-half (62½) cents per hour for male employees.

Section IX—The minimum hiring rate shall be forty-four (44) cents per hour for female employees.

Section X—Where adjustment is for one particular job and because of abnormal conditions, adjustments will be made to conform to average earnings of the operator.

Section XI—A flat bonus of five (5) cents per hour will be paid for all work on second or third shift over and above classification rate.

Section XII—Men may change shifts as desired if practicable to the Company.

Section XIII—None of the above provisions relative to wages shall apply to apprentices as the present apprentice plan will be continued.

Section XIV—Transfers not exceeding five (5) working days will be considered temporary and may be made by departmental seniority. Time may be extended by mutual agreement.

Section XV—Should an employee, who would otherwise be laid off, be transferred to another department, he will receive the prevailing wage on the job to which he is transferred if qualified.

Section XVI—Whenever females are employed to replace male employees, the classification rate for females shall be determined

after nine (9) months experience on the job. This classification rate will be determined on the basis of that percent realized, compared to work previously performed by the man. (Example: if a woman does eighty (80) percent of the work previously performed by male employees, her classification rate is 80% of male employee). Present jobs now considered as womans' work will be covered by classification rates denoted in Appendix "A" or "B".

Section XVII—The present living cost bonus given under the 1942 contract will be maintained. The 5% bonus will be in effect until the survey indicates that living costs have decreased 5%.

ARTICLE IX — DURATION

Section I—This Agreement will become operative at date of signing. It shall remain in effect for one year from that date. It shall continue thereafter from year to year unless notice of desire to revise has been given in writing by one party or the other at least thirty (30) days prior to expiration date. Upon such notification, negotiations relative to revisions shall begin at least fifteen (15) days prior to expiration date.

ARTICLE X — CONCLUSION

Nothing herein shall permit the Union or any of its members to assume that they have any authority to officiate in a managerial or supervisory capacity. Any employee who violates the terms of this agreement shall be subject to disciplinary measures by the Union. If the management violates the terms of this contract it shall be considered a gesture of bad faith on the part of the Company and subject to immediate correction through the

established bargaining procedure.

Signed this 18 day of September, 1942.

Signed for the Company
R. B. NICHOLS,
Vice President & Gen. Mgr.

Signed for the Local Union
Bargaining Committee
ORVILLE V. ZIMMER
WALTER M. ROBINSON
I. S. GOLICHOWSKI
ALLEN HARTMAN
RICHARD E. LUNG

Signed for the International Union

.....
International Representative

.....
International Board Member

CLASSIFICATION RATE

Appendix "A"

Universal Grinders	
Precision	.98
All others 1st class	.94
All others 2nd class	.86
MACHINE DEPT.	
Gisholt 1st class	.91
Gisholt 2nd class	.83
Bore Mill 1st class	.91
Bore Mill 2nd class	.83
Layout Drill & Mill	.88
Big Lathe	.91
Small Lathe	.85
Air chuck	.85
Automatics	
Set up	.98
Operators 1st class	.91
Operators 2nd class	.86
Hand screw operators	.82
Helpers	.79
Leader	1.06
Blanchard	
Operators 1st class	.88
Operators 2nd class	.85
Centerless	
Set up	.98
Specials 1st class	.94
Specials 2nd class	.86
Needle Roll 1st class	.85
Needle Roll 2nd class	.82
Grinding Dept.	
Bore O. D. 1st class	.91
Bore O. D. 2nd class	.88
Sizematic	.88
VanNorman	.91
Centerless Bore Grind	.88
Thrust Race Grind	.82
Special End Grind	.82
Walker Grind	.79

FOUNDRY

Moulders 1st class	.96
Core Makers 1st class	.96
Furnace Tender	.90
Helpers	.79

Cutoff

Leader	.92
Cutoff & Punch Press 1st class	.86
Cutoff & Punch Press 2nd class	.80
Double End Grind 1st class	.86
Double End Grind 2nd class	.80

Lime & Green Tumble

Leader	.92
Lime Tumblers	.79
Green Tumblers	.79

Assembly

1st class	.88
All others	.85

Quill Room

Leader	.92
All others male	.85
All others female	.69

CLASSIFICATION RATE

Appendix "B"

Tool Room

Tool & Gage Workers 1st class	1.15
2nd class	1.07
Machine Operators 1st class	1.12
2nd class	1.04
Machine Repairers 1st class	1.08
2nd class	1.00
Machine Repair Helpers	.99
Gage Room Helpers	.89
Crib Man	.86

Stockroom & Checkers

Stockroom & Shipping	.89
Stockroom Helpers	.86
Checkers	.86

Maintenance	
Spec. Millwright	1.12
Millwright 1st class	1.04
Millwright 2nd class	.98
Electrician 1st class	1.09
2nd class	1.04
Helpers 1st class	.92
Helpers 2nd class	.89
Sweepers	.86
INSPECTION	
Specials 1st class	1.02
Specials 2nd class	.94
Stock Brg. Male	.89
Rockwell Test	.95
Needle Roll Insp. Male	.89
Female	.69
Leader Female	.82
Heat Treat	
Leader	1.11
1st class	1.02
2nd class	.96
3rd class	.89
SPECIAL HELPERS	
Machine Helpers	.79
Grinding Dept.	.79
Washing Mach.	.79
Polishers	.79
Assembly Repair Bearings Teardown	.86

PART II

Employment Procedure
General Factory Rules

EMPLOYMENT PROCEDURE

Application

Applications for employment must be made by filing an "Application for Employment" form with the Employment Department. All arrangements in connection with the hiring of new help; re-employing former employees or returning to work of laid-off employees shall be done by the Employment Department only.

Any one obtaining employment by false and misleading statements is subject to discharge.

All applicants must be willing to submit to a physical examination and foundry workers must also be X-rayed. The cost of these examinations is defrayed by the company.

Equitable Relations with Employees

The company recognizes the rights and equities of its employees individually or collectively, without discrimination.

Employee suggestions and recommendations as to factory operations that will be helpful to both the employee and employer are invited and will receive sincere consideration.

Promotions

Whenever possible, it is the management's policy to make promotion from within the organization, consideration being given to length of service, proven ability and merit.

GENERAL FACTORY RULES

Each employee must be in his place, ready to begin work, when whistle blows. He must not leave his work before whistle blows at end of shift.

The company is not liable for time not registered on clock cards and failure to ring may mean a loss to you. You are responsible for your own time, so be sure your card is correctly rung. Should you fail to ring your card, bring this to your foreman's attention. All entries on clock card other than regular clock card rings must be made by your foreman.

You must register your time of leaving and time of return to plant on your clock card if you leave the plant for any reason other than company business.

You must not ring your clock card more than 10 minutes before the starting time of your shift and you must ring out within 10 minutes after the stopping time of your shift. To accomplish this it will be necessary for you to change your clothes, etc., before and after ringing the clock.

If it is necessary for you to start work before your regular shift time or to continue work after your regular shift time and you have the authorization of your foreman, you will be paid overtime for any time worked in excess of 8 hours.

You must ring your own clock card, and at no time will you ring the card of any other employee.

For each late ring on clock cards one-tenth of an hour will be deducted for each six minutes or fraction thereof that an employee is late.

Employees more than thirty (30) minutes late must report to their foreman before they will be permitted to go to work.

Be sure your clock card is placed in the proper space in the rack. Do not carry it with you.

In all cases of absence employee must notify the Personnel Department immediately. Five days unreported absence will be sufficient cause for removal of any employee from the payroll.

All employees absent three days or more will be required to report to the Personnel Department before returning to work.

Be sure to let your foreman know in advance when you expect to be away from work. When absence is unexpected, notify your foreman or the Personnel Department two hours before starting of shift, if possible.

Any Employee who desires to leave the plant prior to the termination of his shift must obtain a pass from his foreman stating the reason for his departure, which pass must be delivered by the Employee to the gateman.

Each person, when employed, is furnished a badge which bears the employee's clock number.

The badge must be worn in plain sight at all times while on Company property. This is important as all employees are floor checked daily — such check is made from badge.

Employees must show their badges to the gateman at all times when entering plant. If a badge is lost, report the loss at once to the Personnel Department when a new badge will be issued for which there will be a charge of $2.00. If badge is later found, a refund of $1.00 will be made.

The Company cooperating with the Government to safeguard information and material in connection with National Defense Orders, finds it necessary, along with other precautions, to have a very positive system of em-

ployee identification. This will be accomplished by photographing and finger printing all employees.

Identification card (photo) is furnished at time of employment and must be carried at all times to establish your identity.

If identification card is lost, report the loss at once to the Personnel Department when a new card will be issued for which there will be a charge of $2.00. If later, the card is found, a refund of $1.00 will be made.

To prevent carrying dangerous material into the plant and secret material out of the plant, employees will be searched as deemed necessary.

Employees who desire to remove packages from the plant will affix their names and badge numbers thereto and present the packages to their foreman for inspection. The foreman will inspect the package to ascertain that the material contained therein is of a personal nature, and after affixing his initials, will arrange to have the package transported by messenger to the gateman who will hold it until called for by the owner upon leaving the plant at the termination of his shift.

Packages brought into the plant must also be presented to foreman for inspection.

Employees have the privilege of checking packages with the gateman when reporting for work. The employee's name and badge number must be affixed to the package which will be delivered to him when he leaves the plant.

Employees are required to keep their correct addresses on file with the Personnel Department at all times. Failure to do so may mean loss of time and possibly the elimination of the employee from payroll.

Wages will be paid only to the person to whom such money is due or to such properly

identified persons as may present the written order of such employee.

Employees must be willing to submit to a physical examination by the company doctor at any time that it may seem necessary.

The examination will be at the company's expense.

Employees guilty of misrepresentation to obtain insurance or compensation are subject to immediate dismissal.

Small tools are kept in the tool and supply cribs and can be obtained only in exchange for a tool check bearing the employee's number. A supply of tool checks is furnished each employee when he first reports for work.

The tools must in every case be returned to the crib immediately on completion of the work for which they were required.

All employees who have not worked three hours during the current pay period must turn in tool checks and obtain a tool release before pay check will be released.

When the employee returns to work his foreman will authorize the return of the tool checks.

When an employee leaves the company the tools and articles which have been taken from stores must be accounted for and turned in.

His badge and pass must also be turned in.

Employees will be charged twenty-five cents (25c) for each tool check not turned in and for all tools not turned in, at cost.

An employee, when leaving the company, must collect all of his personal property under the supervision of a foreman and be ready to leave the factory on the last working day. Under no circumstances will he be allowed to return to the department in which he worked, unless re-employed.

Do not run to clocks at quitting time nor crowd or push while in line. Running in the plant is extremely dangerous and a violation of rules.

Empty bottles and containers must not be left at machines or benches, but must be returned to the place provided for them.

Coveralls, aprons, and wearing apparel of every kind must be folded or hung up in lockers or on hangers. Unless they are taken care of in this way, janitor will remove them from the factory. Clothing picked up will be held for one week, and if not called for, will be destroyed.

Lunch boxes must be kept in lockers during working hours and not on machines or benches.

Working clothes should be changed frequently and regularly. Oily, dirty clothes are carriers and breeders of disease.

Killing time during working hours in toilets or on any company property is not permissible.

Gambling or intoxicating liquors in any form are not permitted at any time on company property. Any employee who is intoxicated or suffering from previous intoxication will not be permitted on company property.

Throwing things, scuffling, and fooling in the plant are dangerous practices and will not be permitted.

Anyone assaulted due to his provocation of any altercation will be dealt with the same as his assailant. FIGHTING ON COMPANY'S PREMISES WILL NOT BE TOLERATED, and participants will be subject to dismissal.

Employees cannot be called to the telephone. The Personnel Department will take messages in especially urgent cases.

Bulletin Boards are used to convey information concerning plant operation, such as Safety Rules, Plant Policies and special notices to employees.

Posting of any other material on boards or walls of company property is prohibited unless approved by Shop Management.

Smoking will not be permitted in the factory at any time except during lunch periods.

No employee is authorized or will be permitted to solicit membership for insurance companies, fraternal, social or other organizations within this plant at any time.

Wilful waste of oil, gas, water, compressed air or other material will warrant discharge.

Electric lights must be turned off when not needed.

EMPLOYEES VIOLATING OR DISOBEYING PLANT RULES OR GUILTY OF ANY ACTS OR IRREGULARITY WILL BE DISCHARGED OR SUBJECTED TO OTHER DISCIPLINARY ACTION, ACCORDING TO THE GRAVITY OF THE INFRACTION.

PART III

Safety Rules

SAFETY RULES

The management has done everything possible to protect you while you are at work, but there is a certain amount of precaution you must take yourself and we are asking you to cooperate with us to the best of your ability by working carefully and promoting safety among your fellow workers. Only safe workers and those who are able to take care of themselves and comply with the safety rules are wanted.

Machines are equipped with safety guards or controls for your protection and they should not be removed. Never operate your machine unless all guards are in place. If guards or controls are not in proper condition, report this to your foreman at once.

You are expected to keep your machine or working space clean and orderly, as a clean place is generally a safe place.

No part of the body, hands especially, are to be put under dies or other moving parts of any machine. Always use tongs or other equipment that is furnished for the operation of the machines.

Never use defective hammers, punches, wrenches or other tools. Flying chips from tools with mushroomed or split heads cause many injuries. Exchange defective tools or see that they are repaired.

On all work such as dry grinding, brass machining and other machine operations, goggles must be worn.

Report any unsafe condition to your foreman at once. Do not wait for the other fellow to do it, as someone may get hurt in the meantime.

Do not tamper with electrical equipment. Notify your foreman if it requires alteration.

On machines such as milling machines, shapers and lathes, etc., be sure you are provided with a brush to remove chips instead

of using your fingers.

Approved respirators must be worn when shaking out or cleaning up in the Foundry. They must also be worn when dumping carbon in the Heat Treat or when performing any job that causes an excessive amount of dust.

Wilful failure or refusal to use a safety appliance may result in compensation not being allowed in case of injury or death.

Report at once to your foreman any machine or equipment that is not working properly.

Never try to operate a machine unless you have been given orders to do so and thoroughly understand its operation.

Safety toe shoes are very desirable and are required on any job where foot injuries are apt to happen.

If you do not thoroughly understand the work you are expected to do, do not hesitate to ask questions about the safety device or tools that are necessary.

Be sure that your clothing is suitable for the job that you are on. Gloves must not be used when operating revolving machinery.

Never distract the attention of another worker; you might cause him to be injured.

Wearing of celluloid eye-shades is a dangerous fire and accident hazard. For this reason, wearing of eye-shades and caps with celluloid peaks is prohibited.

If you work in oil or compound, be exceptionally particular about washing and scrubbing your hands. Research by manufacturers of cutting oils and compounds has shown that oil rash is not always caused by a germ in the oil, but often by the dirt particles on the individual's hands. If you work in oil

wash your hands thoroughly, using plenty of soapy lather and work it well into the pores.

Never stand under suspended loads.

Never pour your gasoline, kerosene, oil, or other inflammable liquids into sewer or drain.

All inflammable liquids must be kept in covered or closed containers.

A parking lot is provided for employees' cars. Use every precaution when driving in and out of the lot.

Do not allow onyone except First Aid to remove foreign bodies from your eyes nor treat any injury. Serious injury or infection may result from amateur treatment.

When an injury received in the plant confines you to your home, telephone or write the Personnel Department, and if necessary the company doctor will call on you. The company will not be responsible for outside doctors' bills.

IN CASE OF INJURY, NO MATTER HOW SLIGHT, BE SURE TO OBTAIN TREATMENT *AT ONCE* AT THE FIRST AID.

There is a safe way to do any kind of dangerous work. Learn the right way and stick to it.

Do not try to lift or push objects which may be too heavy for you; ask for help when you need it. To avoid strain, learn to lift the right way. Bend your knees—keep your body erect—then push upward with your legs. It is much easier and safer.

If, on reporting to work in the morning you do not feel fit due to your health or for any other reason, do not hesitate to confide in your foreman. You will find that he will help you in every way possible; many accidents happen when a worker is in the wrong frame of mind.

The rules are simple and for your protection it is necessary that violators be subject to a lay-off or discharge. We have no place in our plant for careless or indifferent workers.

A plant is no better than its maintenance.

HELP KEEP IT CLEAN.
BE SAFETY CONSCIOUS
BE YOUR OWN BODYGUARD
IT'S ONLY A HABIT

First Aid

The first aid department is in charge of an experienced nurse who operates it under the direction of the company doctor. It is primarily for the care of injuries which occur while working or which are directly associated with any accident that may have occurred while the employee was working for Bantam Bearings Corporation.

Every accident or injury, regardless of how minor it may be, must be reported to the nurse, so that there will be a record of the primary injury. This is most important in establishing claims with the Industrial Board of Indiana.

Group Insurance

A plan of group insurance is maintained by the Company under which employees can obtain Life, Sickness, Hospitalization and Surgical Insurance at very low rates.

Should you desire this, payroll deduction authority card for insurance should be filled out and signed at the time of employment, and the insurance becomes effective three months from the first day of employment, providing the employee is actively at work on that date; or if not, on the next day he is

actively at work. Payroll deductions begin with effective date of the insurance.

The gropp insurance cost is deducted from the earnings for each payroll period at the time payment for such period is made.

Insured employees who are away from work because of sickness or accident disability must continue to pay their insurance premium in order to permit the insurance to remain in force. The payment should be made to the cashier.

Insured employees who are disabled but not confined to a hospital should submit to the employment department a written report of disability together with name of attending physician immediately following one week of disability.

Insured employees who are confined to a hospital should notify the employment department immediately so that arrangements can be made to complete claim papers to assure prompt payment of claims.

The foregoing is a brief resume of the group insurance plan, and it is suggested that all employees ask the Personnel Department for further details.

PART IV

Espionage and Sabotage

Espionage Act

Precautions to safeguard information or material the disclosure of which may be detrimental to the National security or embarrassing to our country, must be taken by every employee. Due to the large amount of Government work directly connected with our National defense in progress from time to time in our plant, it is necessary that we be familiar with and subscribe to the requirements of the Espionage Act. You are, therefore, to read and familiarize yourself with the provisions of the extract of the Espionage Act, which follows:

ESPIONAGE ACT

Extract From
"THE CODE OF THE LAWS OF THE UNITED STATES OF AMERICA IN FORCE JANUARY 3, 1935."

TITLE 50 — WAR

CHAPTER 4 — ESPIONAGE

SECTION 31 — *Unlawfuly obtaining or permitting to be obtained information affecting national defense.* (a) Whoever, for the purpose of obtaining information respecting the national defense with intent or reason to believe that the information to be obtained is to be used to the injury of the United States, or to the advantage of any foreign nation, goes upon, enters, flies over, or otherwise obtains information concerning any vessel, aircraft, work of defense, navy yard, naval station, submarine base, coaling station, fort, battery, torpedo station, dockyard, canal, railroad, arsenal, camp, factory, mine, telegraph, telephone, wireless, or signal station, building, office, or other place connected with the national defense, owned or constructed, or in progress of construction by the United States or under the control of the United States, or

of any of its officers or agents, or within the exclusive jurisdiction of the United States, or any place in which any vessels, aircraft, arms, munitions, or other materials or instruments for use in time of war are being made, prepared, repaired, or stored, under any contract or agreement with the United States or with any person on behalf of the United States, or otherwise on behalf of the United States, or any prohibited place within the meaning of Section 36 of this title; or (b) whoever for the purpose aforesaid, and with like intent or reason to believe, copies, takes, makes, or obtains, or attempts, or induces or aids another to copy, take, make, or obtain, any sketch, photograph, photographic negative, blueprint, plan, map, model, instrument, appliance, document, writing, or note of anything connected with the national defense; or (c) whoever, for the purpose aforesaid, receives or obtains or agrees or attempts or induces or aids another to receive or obtain from any person, or from any source whatever, any document, writing, code book, signal book, sketch, photograph, photographic negative, blueprint, plan, map, model, instrument. appliance, or note, of anything connected with national defense, knowing or having reason to believe, at the time he receives or obtains, or agrees or attempts or induces or aids another to receive or obtain it, that it has been or will be obtained, taken, made or disposed of by person contrary to the provisions of this title; or (d) whoever, lawfully or unlawfully having possession of, access to, control over, or being intrusted with any document, writing, code book, signal book, sketch, photograph, photographic negative, blueprint, plan, map, model, instrument, appliance, or note relating to the national defense, willfully communicates or transmits or attempts to communicate or transmit the same to any person not entitled to receive it, or willfully retains the same and fails to deliver it on demand to the officer or employee

of the United States entitled to receive it; or (e) whoever, being intrusted with or having lawful possession or control of any document, writing, code book, signal book, sketch, photograph, photographic negative, blueprint, plan, map, model, note, or information, relating to the national defense, through gross negligence permits the same to be removed from its proper place of custody or delivered to anyone in violation of his trust, or to be lost, stolen, abstracted, or destroyed, shall be punished by a fine of not more than $10,000, or by imprisonment for not more than two years or both. (June 15, 1917, c. 30, Title I, Sec. 1, 40 Stat. 217.)

SEC. 32 — *Unlawfully disclosing information affecting national defense.* Whoever, with intent or reason to believe that it is to be used to the injury of the United States or to the advantage of a foreign nation, communicates, delivers, or transmits, or attempts to, or aids or induces another to, communicate, deliver, or transmit, to any foreign government, or to any faction or party or military or naval force within a foreign country, whether recognized or unrecognized by the United States, or to any representative, officer, agent, employee, subject, or citizen thereof, either directly or indirectly, and document, writing, code book, signal book, sketch, photograph, photographic negative, blueprint, plan, map, model, note, instrument, appliance, or information relating to the national defense, shall be punished by imprisonment for not more than twenty years; Provided, That whoever shall violate the provisions of subsection (a) of this section in time of war shall be punished by death or by imprisonment for not more than thirty years; and (b) whoever, in time of war, with intent that the same shall be communicated to the enemy, shall collect, record, publish, or communicate, or attempt to elicit any information with respect to the movement, numbers, description, condition, or disposition of any of the

armed forces, ships, aircraft, or war materials of the United States, or with respect to the plans or conduct, or supposed plans or conduct of any naval or military operations, or with respect to any works or measures undertaken for or connected with, or intended for the fortification or defense of any place, or any other information relating to the public defense, which might be useful to the enemy, shall be punished by death or by imprisonment for not more than thirty years. (June 15, 1917, c. 30, Title I, Sec. 2, 40 Stat. 218.)

SEC. 33—*Seditious or disloyal acts or words in time of war.* Whoever, when the United States is at war, shall willfully make or convey false reports or false statements with intent to interfere with the operations or success of the military or naval forces of the United States or to promote the success of its enemies and whoever, when the United States is at war, shall willfully cause or attempt to cause insubordination, disloyalty, mutiny, or refusal of duty, in the military or naval forces of the United States, or shall willfully obstruct the recruiting or enlistment service in the United States, to the injury of the service of the United States, shall be punished by a fine of not more than $10,000 or imprisonment for not more than twenty years or both. (June 15, 1917, c. 30, Title I, Sec. 3, 40 Stat. 219; Mar. 3, 1931, c. 136, 41 Stat. 1359.)

SEC. 34—*Conspiracy to violate preceding sections.* If two or more persons conspire to violate the provisions of sections 32 or 33 of this title, and one or more of such persons does any act to effect the object of the conspiracy, each of the parties to such conspiracy shall be punished as in said sections provided in the case of the doing of the act the accomplishment of which is the object of such conspiracy. Except as above provided conspiracies to commit offenses under this chapter shall be punished as provided by section 88 of Title 18. (June 15, 1917, c. 30, Title I, Sec.

4, 40 Stat. 219.)

SEC. 35—*Harboring or concealing violators of law.* Whoever harbors or conceals any person who he knows, or has reasonable grounds to believe or suspect, has committed, or is about to commi, an offense under this chapter shall be punished by a fine of not more than $10,000 or by imprisonment for not more than two years, or both. (June 15, 1917, c. 30, Title I. Sec. 5, 40 Stat. 219.)

SEC. 36—*Designation of prohibited places by proclamation.* The President in time of war or in case of national emergency may by proclamation declare any place other than those set forth in subsection (a) of section 31 of this title in which anything for the use of the Army or Navy is being prepared or constructed or stored as a prohibited place for the purposes of this chapter: Provided, That he shall determine that information with respect thereto would be prejudicial to the national defense. (June 15, 1917, c. 30, Title I, Sec. 6, 40 Stat. 219.)

SEC. 37—*Places subject to provisions of chapter.* The provisions of this chapter shall extend to all Territories, possessions, and places subject to the jurisdiction of the United States whether or not contiguous thereto, and offenses under this chapter when committed up on the high seas or elsewhere within the admiralty and maritime jurisdiction of the United States and outside the territorial limits thereof shall be punishable hereunder. (June 15, 1917, c. 30, Title I, Sec. 8, 40 Stat. 219.)

SEC. 38—*Jurisdiction of courts-martial and military commissions.* Nothing contained in this chapter or chapter 12 of this title shall be deemed to limit the jurisdiction of the general courts-martial, military commissions, or naval courts-martial under chapter 36 of Title 10 and chapter 21 of Title 34. (June 15, 1917, c. 30, Title I, Sec. 7, 40 Stat. 219.)

SEC. 40—*"United States" defined.* The term "United States" as used in this chapter and chapter 12 of this title includes the Canal Zone and all territory and waters, continental or insular, subject to the jurisdiction of the United States. (June 15, 1917, c. 30, Title XIII, Sec. 1, 40 Stat. 231.)

SEC. 41—*"Foreign government" defined.* The words "foreign government," as used in this chapter, shall be deemed to include any government, faction, or body of insurgents within a country which the United States is at peace, which government, faction, or body of insurgents may or may not have been recognized by the United States as a government. (June 14, 1917, c. 30, Title VIII, Sec. 4, Stat. 226.)

SEC. 42—*Effect of partial invalidity of chapter.* If any clause, sentence, paragraph, or part of this chapter or of chapter 12 of this title shall for any reason be adjudged by any court of competent jurisdiction to be invalid, such judgment shall not affect, impair, or invalidate the remainder thereof but shall be confined in its operation to the clause, sentence, paragraph, or part thereof directly involved in the controversy in which such judgment shall have been rendered. (June 15, 1917, c. 30, Title XIII, Sec. 4, 40 Stat. 231.)

The Sabotage Law

United States Code, Title 18, Section 82

82. (Criminal Code, section 35, (C), amend ed.) Purloining, stealing or injuring property of United States or property manufactured under contract for War or Navy Departments. Whoever shall take and carry away or take for his use, or for the use of another, with intent to steal or purloin, or shall wilfully injure or commit a depredation against, any property of the United States, or any branch or department hereof, or any corporation in which the United States of America is a stockholder, or any property which has been or is being made, manufactured, or constructed under contract for the War or Navy Departments of the United States, shall be punished as follows: If the value of such property exceeds the sum of $50.00, by a fine of not more than $10,000 or imprisonment for not more than ten years, or both; If the value of the property does not exceed the sum of $50.00, by a fine of not more than $1,000 or by imprisonment in a jail for not more than one year or both. Value, as used in this section, shall mean market value or cost price, either wholesale or retail, whichever shall be the greater. (As amended April 4, 1938, 6.69, 52 Stat. 197.)

South Bend, Indiana

Date.....

I, the undersigned, have read, and agreed to abide by, the contents of the booklet entitled "Employees Information and General Factory Rules" and the extracts of the Espionage Act and the National Defense Act covering "Sabotage," which is a part thereof.

Signature.....

Witness.....

24

Note from agent
and containing passage from
agents letter.
3. WLB Cases
4. Comments
5. Agreement
6. Release from OWI
7. Order of approval
8. Directive order
9. OWI release
10. WLB opinion on Case 814
11. Arbitration Awards Case 814
12. WLB Directive Order
13. Financial Rec-Treas. report
14. WLB Directive Order
15. WLB Directive Order
16. Statement Concurring Opin-

2-25-44

Note for Readix Schedule—

War Labor Board has no record of approval of award (giving women equal pay except for deductions for rest periods---).

Will interview more women and send in their comments — also the union president.

M.K.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

January 22, 1944

Agent May Bagwell

Date 2-10-'44

Plant involved Bendix Aviation Corp. Agreement attached

Name, title, address of persons interviewed Mr. Charles F. Clements, Vice President;
Miss Vera Kemper, Shop Steward, 703 E. 3rd. St., Mishawaka, Ind.
Mr. Leo Witwski, Union Member, Rte. 2, Box 56, South Bend, Ind.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.W.A. Affiliation C.I.O.
2. Local No. 9 Address S. Michigan St., South Bend, Ind.
3. How long local organized? Since July 1933
4. How long women members " "
5. President's name and address, if not listed above
Bill Harrington, President, U.A.W.A., Local 9, South Michigan St., South Bend Ind.
6. Plants organized by local unions:

Names	All plant employees		Union employees	
	Men	Women	Men	Women
Bendix Products Division	8000	3000	8000	3000
Bendix Home Appliances, Inc.	356 ~~300~~	225 ~~200~~	356 ~~300~~	225 ~~200~~

7. Union cost to worker:	Men	Women
a. Initiation fees	$5.00	$5.00
b. Dues (specify period covered)	$1.00	$1.00
c. Fines (" what for)	None	None
d. Other	"	"

8. Women's local union activities:

a. Union committees other than plant committees:

Education
Recreation
Election

b. List other committees on which women might serve:

None

c. Local union offices held by women:

None

d. Attendance at union meetings:

Attendance poor. Attend better when issues of unusual importance are to bediscussed.

9. Union program and union's official attitude toward women: (Give source of comments.)

No program for women as separate group. Educational Committee has arranged special meetings for new members.
Mr. Clements and two other active men union members expressed a very fair attitude toward the women. However, they did not question the policy they had ~~had~~ of having two seniority lists, 1 for men and 1 for women. Mr. Clements said that he had been able to get a supplementary agreement at the Home Appliance plant providing for one seniority list. (See Comments p. 10)

10. What is union's attitude toward equal pay: (Give sources.)

Mr. Clements stated that the union wanted equal pay but that the company insisted on lower rates for women's jobs. He said that ~~xx~~ they had agreed to restrictions on women's employment because the company wanted to put the women on men's jobs at lower rates.

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. Name of plant Bendix Products Division of Bendix Aviation Corp.
2. Address South Bend, Ind.
3. Product Aviation products- carburetors, gun turrets, gun barrels
4. Number of employees: Men 8000 Women 3000
5. Number of union members in this plant: Men 8000 Women 3000
6. How long union recognised in this plant: July 1933
7. How long women in this plant members of union: 1933
8. Arrangement for payment of dues: (check one)

   Checkoff _____ Steward ____ # ____ Other _____
9. Were women employed on production in this plant in normal times: Yes
10. Women's union activities in this plant:

    a. Shop steward: No. men 195 No. women 5-6

    b. Grievance committees: No. Men 8 No. women 0

    c. Contract or bargaining committees: Yes _____ No _____
    No. men _____ No women _____

    d. Labor management committees: Yes _____ No. women x # (Company refuses
    No. men _____ No. women _____ (to recognize since
    (dispute arose)

    e. Other union committees in plant; whether women represented: _____

None

11. Union program in this plant affecting women: (Give sources.) _____

Mr. Clements stated that there was no program in plant other than the regular activities of handling grievances. Miss Kemper also reported none.

C. Contract: (Productive Workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. Clements
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires Signed 1/30/'42, ~~expiring~~ remaining in force for the duration of the war and continuing until either party desires to change

c. Kind of contract: (check)

(1) Closed shop
(2) Open shop
(3) Other:
(a) Preferential
(b) Maintenance of membership #

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes No #
(1) If not, rates: Men Women
(2) Minimum earned rate: Men 90¢ Women 80¢

b. Automatic progression policy: Yes No #
(1) If such policy, same for women as for men: Yes No
If policies differ, explain

c. Does contract provide for equal pay: No
(1) By equal pay clause: Yes No #
(2) By rate of job: Yes No #

d. If contract does not provide for equal pay, does it openly discriminate against women: Yes If so, explain:

Minimum earned rate provided in contract~~x~~s Men 90¢ Women 80¢
Following negotiations ordered by W.L.B. arbitration was agreed to. Award provided that women are paid same rates as men except for deductions of 5¢ per hour on certain job classification, and 10¢ per hour on other jobs classifications.
Mera Kemper reported that the 5¢ deduction was on jobs where the women needed no extra help and the deduction was made for time lost during rest periods. The 10¢ deduction was on jobs where there was extra help given the women on the job. (See Arbitration Award- p7

Miss Bagwell's letter 2/12/44

"I was told at the Bendix office yesterday that the UAWA Executive Board would, at their meeting now in session, take action which would eliminate the clause which is still in their contract providing for separate seniority lists for men & women after the war."

3. **Seniority:**

a. **Types of: Plant wide** ____ **Departmental** #- and Divisional
Transfers to other divisions under certain conditions

b. **Does contract limit women's seniority rights?**
(1) **To other women: Yes** # **No** ____
(2) **To the duration only: Yes** ____ **No** ____
(3) **If any seniority provision different for men and women, explain:**
Provision for two seniority lists- male & female. (Cpntract p.20)

4. **Working Conditions:**

a. **Does contract provide rest periods: Men** No **Women** Yes

b. **Contract provision for lunch period:**

(1) **No provision** #
(2) **Length of lunch period: Men** ____ **Women** ____
(3) **Paid for: Men** ____ **Women** ____

c. **Does contract provide leave of absence for illness or other similar good cause: Yes** # **No** ____
(1) **Maximum length** "limited legitimate leave of absence" provided
(2) **Length of service necessary to get maximum** Not stated

D. **Job and Rate Sheet:** (Not available) (See p 9 pf Arbitration award)

1. **Method of pay for majority of women: (Check one.)**
   a. **Time** 95% of women reported by Mr. Clements to be on hourly rated jobs
   b. **Piece**

2. **Are jobs and rates specifically listed by male and female: Yes** # **No**
   Contract provides for "female classifications" as standard for Automotive Depts.
3. **In jobs employing both men and women, are rates the same? Yes** # **No**
   Except that rest periods are deducted for the women on some jobs

E. **Plant Practices:**

1. **What method is used in determining comparability of work between men and women:**
   a. **Decision of management** #
   b. **By bargining**
   Explain:

2. **Is a formal job evaluation plan used in determining comparability: Yes**
   No # **Comments:**

3. **Cite various opinions as to whether majority of women are kept at lower paid job longer than men:**
   a. **If so, is it due to suitability of job: Yes** **No** #
   Comment

   Contract provisions restricting women's employment to certain female job classifications are eliminated by the decision of arbitrator. (See pp. 20, 33 & 34 of Contract & p 15 of Arbitration Award)

   Mr. Clements said that before W.L.B. case 850 women were transferred from automotive to aviation (war work) and by agreement placed on agreed upon female jobs
   b. **If to other reasons, explain** (Arbitration Award gives company the right to transfer women to any job replacing men.)

4. **Are women given equal seniority with men: Yes** Yes **No** # _____
If not, explain
Contract provides for male and female seniority lists
Mr. Clements stated that at the meeting ofthe Executive Board of the U.A.W.A, now taking place,that he thought some action was to be taken in regard to this matter

5. **Placement on shifts:**
   a. **Number of shifts** 3
   b. **Does placement depend on seniority: Yes** _____ **No** # _____
   Explain: Hired for vacancy on any shift. Transfers made by seniority

6. **Rest periods:**
   a. **Does plant allow formal rest periods: Men** No **Women** Yes
   b. **If so, are they paid for: Men** _____ **Women*** No
   c. **If deducted:**
      (1) **By hourly rate differential: Men** _____ **Women** # _____
      (2) **By deducton for amount of time involved: Men** _____ **Women** _____

* Changed by arbitration award (See p17 & award attached)
Deductions cover time involved in some cases- in others deduction is for time lost and for additional cost also. Amount in first is 5¢ per hour and in second case is 10¢ per hour. (See Arbitration Award)
pp.6 & 12

7. **Lunch periods:**
   a. **Length of lunch period: Men** 15" **Women** 15"
   b. **Paid for: Men** Yes **Women** Yes
   c. **If sex differential, give reason:**

8. **What is plant practice in regard to pregnancy:**
   a. **No policy:** _____
   b. **Discharge** _____
   c. **Leave of absence** # _____
      (1) **If yes, what is time limit** 6 mos. _____

F. **War Labor Board Case:**

1. **Title of case** Bendix Aviation Corp. & U.A.A.A.I.W.A., Local #9, C.I.O. **National Regional Number** 2941-CS-D

2. **Date of National Regional decision:** July 26, 1943

3. **If pending before National Board, check** _____

4. **Type of case: (check one) Voluntary** _____ **Dispute #** _____

5. **Was case brought at time of negotiation of contract? Explain.** No. Contract provided that wage question could be reopened. Negotiations were opened under this clause and the union requested wage increases.

6. **What led to union taking it to W. L. B. Explain background of case:**

Negotiations for wages increases were undertaken and union and company failed to agree

7. **Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.**

Union asked for equal pay for women. Had previously agreed to female classifications on some jobs and when women were transferred to war work in aviation department union and company agreed to placing them on certain jobs classified as female jobs at lower rates.

8. **W. L. B. Ruling.**

1. Denied union request for general wage increase.
2. Union demand for increases for 18 job classifications- Board recommended that parties undertake reevaluation of wage structure.
3. Question of tool and die rates referred to Chicago Regional War Labor Board
4. Refers questions relating to hiring of female employees and rates for such employees to negotiations of parties to be conducted in conformance with steps set forth in the Board's opinion. (Attached)

9. **If equal pay was ordered, when did it become effective: (Check one)**
   a. **On date of expiration of contract**_____
   b. **On date of certification to W. L. B.**_____
   c. **On date of W. L. B. decision**_____
   d. **Not yet in effect**_____

10. **If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:**

Negotiations were undertaken as ordered by Board — Arbitration followed a arbiter's award made on Sept. 7th

11. **How did women workers benefit from case?**

Women can now be placed on any job they can qualify for. Before they were working on some jobs where there was a differential of 25¢-26¢ between their rate and men's rates.

Some women, reported by Vera Kemper, to feel that deductions of 5¢ & 10¢ from women's pay not justified.

C.I.O.

Bendix Aviation Products
Division of Bendix Aviation Corporation
South Bend, Indiana

Comments:

Attitude of men toward women:

The contract provides for restricting the employment of women to certain job classifications with lower rates of pay. In the Board's opinion (attached p.9) the union is reported as protesting the company plan to establish new female classifications for jobs now performed by men. Management is reported to have maintained that the female classifications, before limited to relatively few departments should be extended to other departments.

Mr. Clements stated that the union request was, from the beginning, for equal pay and that they did not want the restrictions on the employment of women but that the company refused the equal pay.

In the arbitration case, following reopening of negotiations ordered by the Board, the union agreed to the deductions from women's pay for rest periods.

Mr. Clements stated that he had been able to get a supplement to the Bendix Home Appliances contract providing for one seniority list with the same rates on the job for men and women.

Miss Kemper reported that there were often only 3 or 4 women and around 100 men at meetings of Local. She did not think many women had attended the meetings for new members arranged by the educational committee.

She is shop steward for her department - not just for women (as at Studebaker).

Report of FINANCIAL SECRETARY-TREASURER
for period of June 1, 1943 through December 31, 1943

In order to clarify certain questions which have been asked recently, I am presenting to you, the membership of Local No. 9, a summary of the expenses of the last 7 months. Too many members, and officers as well, seem to be under the erroneous impression that a local union has an unlimited amount of money to spend. Such is not the case, however, as you will soon see as you read on. In making up the report which you now have before you, I did so with two thoughts in mind:

1. That perhaps the membership would be interested in knowing just how the income of a union is spent, and

2. That a better understanding of the relationship between income and expense would tend to create a more interesting approach to the question of how to reduce our expenses.

It isn't effective to just say "We're spending too much money", or "Where is all our money going?" There must be a clearer understanding of the steps necessary to bring about a reduction in expenses.

The income of Local No. 9, on an average, looks something like this:

	Income Average per month	Less: Per capita tax to Int'l Union	Others	Bal. available for expenses
Dues	$9,000.00	$3,600.00	1035.00	$4,365.00
Work Permits	1,000.00	500.00		500.00
Init. Fees	1,000.00	200.00		800.00
Readmissions	50.00	10.00		40.00
TOTAL	$11,050.00	$4,310.00	$1035.00	$5,705.00

The above per capita taxes referred to as "others" are distributed as follows:

Indiana State Industrial Union Council	.01	Per Dues Dollar
Council #10, District 3 UAW-CIO	.01	" " "
St. Joseph County CIO Council	.02	" " "
Local No. 9 Educational Fund	.02	" " "
Local No. 9 Recreational Fund	.005	" " "
Local No. 9 Defense Fund	.05	" " "
	.115	

From the above balance marked "Balance Available for Expense"($5705.00) the following Fixed Items of Expense must first be considered in order to determine the true amount to be budgeted to other needs. These items are more or less constant and do not vary a great deal. In arriving at these figures, an average figure for the last seven months was used except as otherwise noted.

Postage	$ 37.00
Office Wages	800.00
Office Supplies	170.00
President's Expense Allowance	50.00
Telephone & Telegraph	160.00
Officers' Expense Allowance	190.00
Hall Expense(Wages,supplies,util.)	310.00
*Taxes (property,unemployment, etc)	50.00
Insurance & Fidelity Bonds	100.00
Legal & Professional Services	225.00
#Stewards' Commissions	475.00
	$2,567.00

*average over 12 mos.
#average over 9 mos.

At this point we have remaining $2,138.00 of our original "Balance Available for Expense." We now proceed to page 2 of this report, which shows how we spent another $3,652.00 monthly to exceed our income by an amount of $514.00 per month on an average over the 7 month period.

Also on page 2 you will find a Proposed Budget for 1944, showing how the various items must be reduced in order to put Local No. 9 on a sound operating basis.

	1943 Average (Last 7 mos.)	Proposed Budget for 1944
LOST TIME		
Products Barg. Comm. (City)	$ 800.00	$600.00
" " " (Outside)	170.00	100.00
Home App.Barg. Comm.	640.00	100.00
Home App. Misc.	200.00	10.00
Dept. 33 Barg. Comm.	10.00	?
St. Joseph Co. CIO Council	74.00	70.00
#Local Miscellaneous	340.00	150.00
Recording Sec'y	90.00	90.00
State Auto Council	150.00	150.00
State Tool & Die Council	28.00	28.00
UAW Convention (Delegates)	143.00	143.00
CIO Convention (Delegates)	62.00	62.00
Sub-Totals	2,507.00	1,491.00
OTHER EXPENSES		
Flowers	5.00	5.00
Travel Expense (Products)	650.00	200.00
" " (Home App.)	50.00	25.00
Umpire Costs	50.00	50.00
Advertising	20.00	20.00
Honor Roll	10.00	10.00
*Miscellaneous	360.00	100.00
Convention Travel		125.00
TOTALS	$3,652.00	$2,026.00

The Local Miscellaneous item includes lost time incurred by the evaluation committee who spent $943.24 during which a job survey was made of all jobs within the 18 classifications. This item is therefore above what the normal average would be.

*Here again the miscellaneous item includes expenses incurred in the process of evaluation of jobs within the 18 classifications. The engineering firm making the evaluation was paid a total of $1,074.82 for the time their representatives spent in the plant. / Mens Jobs

The summary of the report brings about the following conclusions (per month):

	1943 Average	Proposed Budget for 1944
Total Income	$11,050.00	$11,050.00
Less: Per Capita Tax	-5,345.00	5,345.00
Less: Fixed Items of Expense	-2,567.00	2,567.00
Less: Lost Time	-2,507.00	1,491.00
Less: Other Expense	-1,145.00	535.00
	$ -514.00 (Deficit)	$ 1,012.00 (Monthly Gain)

The reason for the seemingly drastic reduction in allowance to the Bargaining Committee of the Home Appliance Unit can be best illustrated by a summary of their income:

Dues (Estimated average)	$ 500.00
Less: Per Capitas	-257.50
	$ 242.50

From this amount it would be reasonable to expect that a certain percentage should go towards the Fixed Items of Expense. The following items are definitely an expense attributable only to that Unit:

Officers' Expense Allowance	$ 41.00
Telephone & Telegraph	5.00
Hall Expense (5%)	15.00
Insurance & Bonds	5.00
Legal (5%)	10.00
Stewards' Commissions	25.00
Office Wages (5%)	40.00
Office Supplies	10.00
	$ 151.00

Subtracting this amount from the above Balance Available for Expense you have a true balance of $91.50 which should not be exceeded. The budget is therefore liberal when you take into consideration the fact that such items as Convention Travel and State Auto Council expenses are still being borne by the Local as a whole.

The recommendation from the Officers' meeting of January 20, 1944, is that this report be adopted. C T. Kettring

C. T. Kettring, Financial Sec-Treas.
Bendix Local No. 9, UAW-CIO

Arbitration Award
& Directive Order
Attached ——

See Equal Pay
Folder — Desk file —

Bendix Aviation Corp
Bendix Products Division
South Bend, Ind.

WLB Cases

1. Case No. 2941-C3-D—
   Regional WLB Decision:
   Date: 12-9-'43
   Ruling - (attached)

2. Case No. 111-989-140
   National WLB Decision:
   Date - 11-22-'43
   Ruling - (attached)

3. Case No. 111-540
   National W.L.B. Decision
   Date: 10-20-'43
   Ruling: (attached) Est. 6¢ general wage increase

Pages missing in original

1. Note
2. Summary
3. Agreement
4. Notes from files
5. WLB Directive Order
6. WLB Majority Opinion
7. Union's Brief

Bendix Home Appliances, Inc.

Note:
Chairman of this Division of Local # 9, U.A.W.A. reports that numbers employed at the Home Appliances plant is 581 (not 500 as reported to agent by Mr. Clements, Vice President of Local at time He was interviewed) Figures on p. 1 of schedule sent in for Bendix Home Products Division should be changed- p. 1, A-6-

Name	All plant employees		Union Members	
	Men	Women	Men	Women
Bendix Home Appliances, Inc.	356	225	356	225

Persons Interviewed:(Home Appliances Division)

Mr. Philip Byers, Chairman, Bargaining Committee,
1561 N. 27th St.,
South Bend, Ind.

Mrs. Edna Joliff, 1801 Panama St.,
Mishawaka, Ind.

Mrs. Rose De Cook, 1521 S. Scott St.,
South Bend, Ind.

Mrs. Ethel Crawford, 809 N. Brookfield St.,
South Bend, Ind.

Miss Wilma Kizer, Taylor Apt.,
418 W. Washington St.,
South Bend, Ind.

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26
V.

I. Plant Union Data:

(Attach copy of current contract and supplemental agreements.) Agreement attached

1. Name of plant Bendix Home Appliances, Inc.

2. Address South Bend, Ind.

3. Product Aviation products (Normal times- Automatic Home Laundry) Boosters, and panels for wings of planes.

4. How long union recognized in this plant: Since 1938

5. How long women in this plant members of union: A few were members at Bendix Home Products plant in 1933 and came to Home Appliances when it was bought in Oct. 1937.

6. Arrangement for payment of dues: (check one)

Checkoff ____ Steward # ____ Other ____

7. Were women employed on production in this plant in normal times: Yes- 12 6r 13

8. Women's union activities in this plant:

a. Shop steward: No. men 25 No. women 3

b. Grievance committees: No. men ____ No. women ____

c. Same Contract or bargaining committees: Yes # No ____
No. men 9 No. women 0

d. Labor management committees: Yes ____ No #
No. men ____ No. women ____

e. Other union committees in plant; whether women represented:

Godd & Welfare Committee (Not functioning now)

Entertainment Committees (Not regular committee but appointed for special entertainments with women members.

9. Union program in this plan affecting women: (Give sources.)
No special program for women reported by people interviewed

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C. Plant Practices:

1. Are there any: -

a. So called "women's jobs"? Yes _____ No #

b. Men's jobs on which women are employed? Yes _____ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? Yes _____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes _____ No _____

b. By bargaining? Yes # No _____

c. By formal job evaluation? Yes _____ No #

4. Give various opinions as to whether majority of women are kept at lower paid job longer than men: Mr. Byers said that women were on all jobs in plant except spray painting and metal finishing, and plan is to put them on spray painting. Rose DeCook said that there were some jobs which were understood to be men's jobs for no reason other than that they are the highest paying jobs. (Rate $1.28 p.h.) She thought women could do jobs as they had formerly been on two of them, metal finishing and repair work. Some women have more seniority than do some of the men working on these jobs. Seniority is plant wide so should apply. Mrs. Joliff made same statements.

(If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

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5. Are women given equal seniority with men: Yes # No _____.
If not, explain
Union did have a supplementary agreement with company which provided a separate seniority list for women but this has been eliminated by a recent agreement (May 1943) ~~which eliminates this separate list.~~ (A permanent agreement, not just for duration) Wives of service men are given preference of employment and when employed they receive the seniority that their husbands had when they left.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 _____
a. Number of shifts on which women are employed: 1 # 2 # 3 _____

b. Does placement depend on seniority: Yes # No _____
Explain: New employees hired for 2nd. shift. Move to 1st. by seniority.

7. Rest periods:
a. Does plant allow formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men _____ Women _____
(2) By deduction for amount of time involved: Men _____ Women _____

8. Lunch periods:
a. Length of lunch period: Men 30" Women 30"
b. Paid for: Men No Women No
c. If sex differential, give reason:

9. What is plant practice in regard to pregnancy:
a. No policy: _____
b. Discharge _____
c. Leave of absence Yes
(1) If yes, what is time limit 30 days but can be extended ~~xxx~~ number of times. Insurance also covers pregnancy.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of women: (Check one.)
a. Time #
b. Piece _____
Have hourly guaranteed rate of $1.18 and additional group incentive { Incentive plans Approved by W.L.B. subject to review in 90 days.
2. Are jobs and rates specifically listed by male and female: Yes _____ No #

3. In jobs employing both men and women, are rates the same? Yes # No

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E. War Labor Board Case

Bendix Home Appliances, Inc.(South Bend, Ind.)

1. Title of case & U.A.A.A.I.W.A., Local 9 Regional number 111-978-D

2. Status of case:
   a. Pending before: Regional Board #_____, National Board_____
      Appealed by union & company.
   b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary _____ Dispute #_____

4. Was case brought at time of negotiation of contract? Explain.
   No. No new contract negotiated since 1941.

5. What led to union taking it to W. L. B. Explain background of case:
   Union made request for general wage increase July 1942
   Negotiations failed to bring agreement and Conciliation sevice requested.
   Hearing held before Conciliation panel in Nov. 1942 & Jan 1943
   Panel was unable to settle issues so matter was referred to N.W.L.B.

6. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain. (See p. 2 of Brief attached.)
   Issues: 1. General wage increase of 10¢ p.h. requested
   2. Equal pay for equal work
   3. Adoption of seniority provisions protecting rights of employees working in other industries, under certain circumstances.
   4. Wage increase retroactive to Nov. 27, 1942, date of first Conciliation hearing.

7. W. L. B. Ruling. (Directive Order attached)
Denies union request for wage increase.
Denies union request for inclusion in the collective bargaining agreement of the joint statement of policy by the W.M.C. & the WPB with respect to retention and accumulation of seniority by employees transferring to war industry.

8. If equal pay was ordered, when did it become effective: (Check one)
a. On date of expiration of contract _____
b. On date of certification to W. L. B. _____
c. On date of W. L. B. decision _____
d. Not yet in effect _____
Equal pay not ordered but negotiated and now in effect.

9. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:
Ruling was appealed by company & union.

10. How did women workers benefit from case?

F. Contract: (Productive workers)

1. General Information:

a. Source of contract information: /Local #9, U.A.W.A.-C.I.O.
(1) Interview with Philip Byers, Chairman of Home Appliance Division,
(2) Verified by reference to contract Yes
(3) Contract attached to schedule Yes

b. Date contract expires (April 29, 1941 signed) Continuing until either party requests change

c. Kind of contract: (check)
(1) Closed shop Not in original contract but provided by supplementary agreement
(2) Open shop /reached in 1938
(3) Preferential

d. Does contract contain maintenance of membership clause: Yes ____ No #

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ____ No # (but in practice is same)
(1) If not, rates: Men ____ Women ____

b. Automatic progression policy: Yes ____ No #
(1) If such policy, same for women as for men: Yes ____ No ____
If policies differ, explain

c. Does contract prohibit wage discrimination against women:
(1) By "No discrimination clause": Yes ____ No #
(2) By equal pay clause:* Yes ____ No #
(3) By rate of job regardless of sex:* Yes ____ No #

*Provided in supplementary agreement but not in original contract.

d. Does contract openly discriminate against women: Yes ____ No # ____
If so, explain:

e. Is there mention of "women" in contract: Yes ____ No # Explain.
Very few women employed at first- only 12 or 13 on light assembly jobs

3. Seniority:

a. Types of: Plant wide # Departmental _____

b. Does contract limit women's seniority rights?

(1) To other women: Yes _____ No #

(2) To the duration only: Yes _____ No #

(3) If any seniority provision different for men and women, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men Yes Women Yes

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes _____ No _____
Provided by supplementary agreement
(1) Maximum length 30 days - can be extended
(2) Length of service necessary to get maximum No definite requirement

BENDIX HOME APPLIANCES, INC.
South Bend, Ind.

Comments:

Mr. Byers, Chairman of the Bargaining Committee at the Home Appliances plant seems to have a very good attitude. He stated that the men in the plant had opposed the women coming in and that at one time feeling ran so high that the men refused to share the ride with the women so that he, himself, had had to go around and straighten the matter out. He said that the company preferred men workers because they felt them to be more flexible.

The women interviewed all stated that the men had opposed the women but that the women had worked together in fighting for equal seniority and equal pay. They began to fight when 7 women were laid off and men with less seniority kept on. The Committee, pushed by the women, had then negotiated an agreement giving them equal pay and equal seniority. The equal seniority is on a permanent basis and not just for the duration.

Elections were taking place in the Local on the 2nd. and there is much excitement among both men and women. Wilma Kizer is running for a place on the Committee and the women seem to be divided either strongly for her or strongly against her. Some of the women are also very strong in their opposition to the re-election of the present committee, calling them "rats" because they have given preference to their friends in the shop instead of applying the seniority rule fairly. They hope to get a new committee or at least to get some new members. At the same time they give due credit to the present committee, recognizing the gains that have been made.

All of the women seem to agree that the Committee has not always been fair to the women. Mrs. Joliff said that even recently women had been laid off and men with less seniority kept working. She also said that there had been women working on metal finishing and repair work but that when the rate was raised to $1.28 per hour the women were put off. She said that the women had difficulty in getting recognized on the floor at the union meetings and that the men would laugh at them and even boo them. Anything that the women wanted to bring up was put last on the agenda and by the time they got to it many had left the meeting.

Wilma Kizer stated that she had been very active in the fight against the men and the Committee who had opposed the women. It seems that the Committee had her fired after a dispute in the shop between her and another girl and she filed a complaint with the W.L.B. A hearing was held and she was ordered reisnstated with back pay. $700.00 back pay was paid her by the union.

Absenteeism:

Mr. Byers reported that the company's records showed that absenteeism was greater among the women than among the men. He said that the reasons were that the women stayed home at time when husbands were home on furlough or to take care of children when maids did not show up. There are no day nurseries that serve Bendix workers and they are badly needed he feels.

Bindix Home Appliances Inc. South Bend Ind.
to
United Auto Wkrs - Local 9 - C.I.O.

Contract sent for Feb 2-44

WW 18- 1943
Case No - 111-978-D.

Notes from files.

21 Briefs were filed.

1 Panel report, majority, report, minority report.

Copied from Panel report.

Issue 2 - Equal pay for equal work for male & female employees.

The union contends that there have been differentials in pay for the same job for male & female employees, the pay rates for males being 1.18 per hr. whereas the pay for females is 93¢ per hr in production work, & further that when males work on what is usually considered female jobs, their pay is 1.18 pr. hr

= The union asks for equal pay for equal work regardless of sex.

|| Co. claims women do not do same type of work as men.

The Co. has previously verbally agreed that when female hourly workers were transferred to production jobs that were formerly mens jobs or were hired to replace men, they were to receive the same rate as men

On May 12 at noon, the female hourly workers in the plant were transfered to aircraft production & the rate for that work, identical to the male rate went into effect.

It is understood that female hourly workers are expected to produce like quality & quanity as do male workers.

This agreement leaves in existance the Co's right to retain diffierentials between male & female hourly rates as they have existed in the past on jobs of other work designated as female jobs.

Signed by Bendix Home Appliance Inc
&
Union Bargaining Committee

Feb 3-44 - looked up file
File sent to Washington
for review.

3. Retroactive date for wage increases Union contends dispute originated on July 21-42. Panel recommended retroactive to April 1-1943, date of certification to W. L. B.

Panel recommends the above agreement be incorporated in the contract.

Get names & Affices of Local 9-

UNITED STATES OF AMERICA
BEFORE THE NATIONAL WAR LABOR BOARD
REGION VI

Went out Nov 18. ~~Oct 14~~ 1943

In the Matter of:	:	
BENDIX HOME APPLIANCES, INC. (South Bend, Indiana)	:	
and	:	
UNITED AUTOMOBILE AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL NO. 9	:	Case No. 111-978-D

DIRECTIVE ORDER

The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders and Regulations issued under the Act of Congress of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, hereby rejects the report and recommendations if its panel, denies the Union's request for a wage increase, and denies the Union's request for inclusion in the collective bargaining agreement of the joint statement of policy by the War Manpower Commission and the War Production Board with respect to retention and accumulation of seniority by employees transferring to a war industry.

This order shall stand confirmed as the order of the National War Labor Board and shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, Washington, D. C., in which event the portions of this order of which review is sought shall be suspended until disposition of the petition for review, or until the N.W.L.B. otherwise directs, or the parties otherwise agree.

FOR THE PUBLIC (majority opinion attached)	FOR INDUSTRY	FOR LABOR (dissenting to denial of wage increase)
s/Robert K. Burns	s/J. B. Beardsley	s/Joseph J. Kehoe
s/Peter J. Angsten	s/Samuel P. Carson	s/Samuel Levin (dissenting, in addition, with respect to denial of WMC and WPB joint statement)

UNITED STATES OF AMERICA
BEFORE THE NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of	:	
BENDIX HOME APPLIANCES, INC. (South Bend, Indiana)	:	Case No. 111-978-D
and	:	
UNITED AUTOMOBILE AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL NO. 9	:	

MAJORITY OPINION

The Union requested wage increases equal to the difference between the full fifteen percent and the general increases already received between January 1, 1941, and the date of the hearing. A majority of the panel (with the Industry members dissenting) recommended increases of varying amounts for various classifications, to afford the employees what the panel deemed allowable under the fifteen percent formula. The wage issues presented in this case revolved mainly around the application of the Little Steel Formula.

There are two separate groups of workers at the Bendix Home Appliance plant, the non-production and production workers, and the formula was applied separately to the two groups. In the case of the non-production workers, however, the formula was applied to their component classifications instead of to the group as a whole. Taking the non-production group as a unit, we find that on January 1, 1941, the average hourly earnings of the non-production employees were 90¢ per hour. Fifteen percent of this figure is 13.5¢, the amount allowable to correct maladjustments. General increases of 4¢, 6¢, and 3-9¢, were granted in January 1941, May - July 1941, and October 1941, respectively. In February of 1942, an increase of 15¢ was granted to nine out of the then total of 39 non-production employees. Apportioned over the unit of non-production workers, these general increases total 16.6¢ since January 1941. Total average increases to non-production workers, therefore, already exceed by 3.9¢ the amount allowable to correct maladjustments.

The wage problem of the production workers is more complicated. In January 1941, before the company had converted to war production, the average hourly earnings of the production workers -- all of whom were on piece work - were $1.02 per hour. The base rate from which average hourly earnings were computed was 68¢ per hour. On January 13, 1941, the base rates were increased 3¢, to 71¢, reflecting an increase of 4½¢ in the average hourly earnings of these workers. Again, in October of 1941, there was a 2¢ increase in the base rate, bringing the base rate to 73¢ and reflecting a 2.3¢ increase in their average hourly earnings. During this period, however, due to increased efficiency and effort, the average hourly earnings of the piece workers had risen an additional 9.2¢, so that by May 1, 1942, when the company converted to war production, their average hourly earnings were $1.18 per hour.

In converting to war production, the impracticability of attempting to translate the old base and efficiency rates in terms of the new type of output became apparent. Accordingly, on May 1, 1942, the piece work incentive system was eliminated and in its place a day rate of $1.03 was substituted. This $1.03 rate was increased on May 6, 1942 to $1.18, which brought the level of day rates to the average piece work earnings under the old system. It is the contention of the union that this $1.18 day rate

was made contingent upon maintaining the same level of production as had been obtained in the past. The company flatly denies that there were any strings attached to the $1.18 day rate. The Board accepts the company's statement that the $1.18 day rate is a guaranteed hourly rate and predicates its decision specifically upon that fact.

We have then a case in which, if there had been no change from piece-work system to day-rate system, the employees would still be entitled to a 9¢ per hour increase in their average hourly earnings under a strict application of the Little Steel formula. It is highly doubtful, however, that the Little Steel Formula should be applied in a case where average hourly earnings on piece work have been translated into a day rate. Although the July 9 memorandum from the National Board liberalized the applicability of the maladjustment formula in conversion cases, it is noteworthy that we have here not only a radical conversion in output but also a complete change in the method of wage payment.

However, even assuming that the Little Steel formula is applicable to this situation, much weight must be given to the fact that the peak average earnings of the employees under the incentive system were translated into a guaranteed hourly rate. It would perhaps be more appropriate to compare the 90¢ guaranteed rate which was obtained in January 1941 with the current $1.18 guaranteed date rate. Under such a comparison, the Little Steel formula has clearly been exceeded. It is true that the guaranteed rate for piece workers is normally somewhat below the day rate which would apply for the same jobs under a non-incentive system. It is, however, likewise true that the average hourly earnings under the piece work system are normally somewhat above what would be the hourly rate under a non-incentive system. But even if computation of the Little Steel formula in this case is not based upon the 90¢ guaranteed rate but upon a hypothetical day rate equal to the $1.02 average hourly earnings of the employees in January 1941 under the incentive system, the current day rate of $1.18 reflects an increase which exceeds the maladjustment allowance. It should be stated that 9.2¢ of the increase in hourly earnings under the old piece work system was attributable to increased productivity and therefore was not a general increase; however, when that increase was retained, and not longer made contingent upon maintaining the increased level of productivity, it became in effect a general increase.

The only remaining basis upon which any wage adjustment could be permitted in this case would be on the ground of gross inequities. As shown by the accompanying table, the present rates of the Bendix Home Appliance Company are already higher than the highest rates paid by all other metal working companies in the area and are nearly as high as the rates at Bendix Aviation and Studebaker. Neither Bendix Aviation nor Studebaker is strictly comparable to the instant company because of differences in size, processes of manufacture, and finishedproducts. The only truly comparable job classification between this company and Bendix and Studebaker is common labor (sweepers). It is highly significant that the Bendix Home Appliance Company rate for this job classification of 93¢ per hour is exactly the same as the sweeper common labor rate in Bendix Aviation and Studebaker.

In summary, there is no support under the wage stabilization policies of the National War Labor Board for the proposed increases in wage rates.

They are accordingly denied.

s/ Robert K. Burns

s/ Peter J. Angsten

S - Studebaker
B - Bendix Aviation

Occupation	Bendix Home Appliances BLS Data[2] Present Rate	Panel Rec.	Transportation Industry Min.	Av.	Max.		All Other Metal Work Min.	Av.	Max.
Assembler (Class A)	1.18	1.27	1.01	1.42	(3)	S			
			1.21	1.24	1.26	B	.70	1.06	1.14
Maintenance (Cl. A)	1.24	1.27	Flat Rate		1.28	S			
Carpenters (1)			Flat Rate		1.28	B	1.10	1.12	1.15
Maintenance (Cl. A)	1.24	1.27	Flat Rate		1.29	S			
Electrician (2)			Flat Rate		1.29	B	1.00	1.06	1.15
Firemen	1.13	1.21							
Shipping, Insp. and Store Room	1.03	1.10	(4)						
			Flat Rate		.82	B	(6)	786	
			(5)			S			
Maintenance Helper (by agreement)	1.13	1.19							

UNITED STATES OF AMERICA

NATIONAL WAR LABOR BOARD

REGION VI

Before A Tri-Partite Panel,
Chicago, Illinois

In the matter of :	:	
BENDIX HOME APPLIANCE South Bend, Indiana	:	
and	:	Case No. 111-978-D
LOCAL #9, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, South Bend, Indiana	:	

UNION'S BRIEF

I

History of Relations of the Parties

During peace time the Company was engaged in the manufacture of home laundries with the normal pay-roll of about 450 employees. In 1938 after no more than what then seemed to be normal labor troubles, the Company recognized the Union as the Bargaining Agency and withdrew all recognition formerly given an independant organization.

Since then, relations have continued reasonably stable, with the exception of a strike, lasting about five weeks in September and October, 1941

The Company continued to manufacture the home laundries until about May, 1942, at which time it began to manufacture bomb flares under contract to the United States Army. Employment had been decreased prior to this time as a result of curtailment of civilian commodity production and has remained since the conversion period at a figure somewhat close to 240 employees. Any flucuation in employment figures since that time would be mostly downward from 240.

Employment classifications are generally broken down into two types; production and non-production employees. Production employees have always been paid upon the basis of quantity of production. Non-production employees are hourly rated and with one exception, their wages have not been computed on the basis of quantity of production. Roughly, 27% of the employees have been non-product-

ion workers and the remaining 73% have been production employees.

The instant dispute began as a result of a request of the Union madd to the Company in July, 1942. The parties met several times to negotiate the Union's request but these meetings were fruitless. The Union enlisted the service of a Conciliation Division of the United States Department of Labor, and a hearing was held in South Bend before a Conciliation Panel on November 27, 1942. This hearing adjourned for the purpose of obtaining additional information and reconvened on January 13, 1943. At this latter hearing the Panel was unable to conciliate the differences and all issues were referredt to the National War Labor Board for determination.

II

The Issues

The issues in dispute in this matter, are the following:

1. A general wage increase for all employees of 10¢ per hour or the amount of the deficiency in the increases granted since January 1, 1941, and 15% of the wages on that date.

2. Equal pay for equal work.

3. Adoption by the parties of provisions for the protection of seniority rights of employees working in other industries, under certain circumstances.

4. All wage increases to be retroactive to November 27, 1942, the date of the first conciliation hearing.

III

(a)

Wages Generally

The wages of the employees of the Company have not been raised 15% since January 1, 1941.

However, the Company is able to present a contrary, and very convincing, picture of earnings to prove an extremely generous wage policy. Upon examination, this becomes neither generous nor convincing because the Company uses total earnings rather than base rates to prove its contention.

The Union's position is that 73% of the workers, the production workers, have been paid on an incentive rate and while there have been fluctuations of their earnings based on quantity of production, the increase in their base rates has been 5¢ on a base rate of 68¢ per hour, or 7.35%.

The non-productive workers have received raises of varying amounts and percentages. However, the majority received an incentive increase which should not be used in computing the real increase and consequently have not received 15%.

(b)

Production Workers

On January 1, 1941, the base rate of all production workers was 68¢ per 100% efficiency. At that time they were producing on the basis of 150% efficiency, by agreement. Their earnings were $1.02 per hour.

On january 13, 1941, as a result of negotiations, the parties agreed to a raise of 3¢ per 100%, or a new base rate of 71¢ per 100%. However, the Company asked that the difference between the base rate and the earned rate be lessened. It was agreed that 25% should be added to the price per 100% and that the productions standard be set at 120% or $1.065. This actually raised the base rate 3¢ -- the production standard, 150%, remaining the same.

In May, 1941, the employees wanted a chance to earn more money so they worked out an arrangement whereby they would increase their production standards. Retaining the base rate of 71¢ per 100% plus 25% they set a new production standard of 130% the so-called base rate. Earnings increased to $1.15357 because of 10% increase in production--to 160% efficiency. Actually, the wage rate did not increase.

In October, 1941, as a result of the strike an actual increase was granted. The rate per 100% was increased from 71¢ to 73¢, a raise of 2¢.

The workers agreed to continue production at the rate of 160% efficiency. Instead of continuing to set the so-called base rate at 25% above the rate per 100%, the new rate was set at 30% plus above the rate per 100%. (Production standards were to be at 160% although the Company agreed that take-home earnings would be $1.18 per hour--which gesture reflects only insignificantly on the actual base rate, the rate per 100%).

The Company decided to eliminate incentive rates when conversion to war production was completed. It then became necessary to set a rate per hour for these employees. It was agreed that the rate per hour should be $1.18.

However, along with setting this rate went the task of determining the rate of production. This also was negotiated by the parties. Although an identical rate, that is 73¢ per 100% was not used because of dissimilarity between new and old operations, the same rate of production was continued.

The Union alleges that the conversion to new work with the new method of pay was actually equal to the continuation of a 73¢ rate per 100% and a production shhedule at 160%. All factors of energy, skill, aptitude and mechanical experience utilized by the workers in attaining that rate on consumer goods production is utilized in this present work.

Therefore, the Union concludes, the present wage rate of the production workers, who comprise roughly 73% of the employees involved is 73¢ per 100%. It has risen, since January 1, 1941, 5¢ from the rate then of 68¢ per 100%. These employees have received only 7.35% increase. They are entitled to 7.65% increase on their 68¢ rate or an increase of $.052 per 100% to bring that rate to $.782 per 100%.

(c)

Non-Production Workers

The non-production workers, comprising roughly 27% of the employees, have not received an increase of 15% in wages since January 1, 1941.

Here again, a cursory investigation would indicate compliance with the cost-of-living formula; but in this case earnings have increased as a result of incentive and increased production.

These workers are customarily paid by an hourly rate. However, on May 2, 1941, as a result of negotiations by the parties, all but about 5% of these workers were granted an increase of 6¢ per hour as a result of their increased production necessitated by increased production by the production workers. In varification, the Union submits herewith, and marks "Union's Exhibit A" a letter from the Company describing this change.

The classifications and increases follow:

Employees in shipping, inspection, and store-rooms had an hourly rate of $.90 on Janyary 1, 1941. This was increased to the present rate of $1.03. Of this increase, 6¢ resulted from increased production, leaving 7¢ as the actual raise. This equals an increase of 7.77% since January 1, 1941. These three groups

comprise about 69% of the non-productive workers.

Firemen, comprising about 3% of this group received increases amounting to 13¢ per hour--from $1.00 to $1.13. Of this, 6¢ was for incentive, leaving 7¢ as the actual increase. This is but a 7¢ raise since January 1, 1941.

Employees on the pickling-tank received increases of 20¢, from 78¢ to 98¢, of which 6¢ was for incentive. The real raise of 14¢ represents an 18% increase, for this 3% of the employees.

The key maintenance men increased their wages from $1.05 to $1.24 per hour, however, 6¢ of this was for incentive. The actual raise of 13¢ per hour represents 12.4%. These men comprised 6% of the group.

The maintenance helpers increased from $1.00 to $1.13 per hour, but 6¢ was for incentive. The real raise was 7¢ or 7%. This was for 9% of this group.

The sweepers who did not receive an incentive increase went from 80¢ to 93¢ per hour, an increase of 16.3%. They comprise about 3% of these non-production workers.

The Union concludes that the non-production workers have not received increases in wages in line with the cost of living. Their increase, on the average, is less than 9%. The Union requests that their wages be increased to eliminate the difference between this increase and 15%.

IV

EQUAL PAY FOR EQUAL WORK

Under the terms of the contract between the parties, separate seniority lists are maintained for female and male employees. The practical affect of this is that certain jobs have been done by only one sex. The work has not been ordinarily interchangable unless the workers of the sex usually assigned to the job are unavailable and members of the other sex can be obtained for temporary replacement. By further agreement, unless deviation therefrom is mutually agreed to, the Company will hire no more additional women until the seniority list has been re-called and male employment is no longer available.

Until 1937, no work was done by women and at the present time there are only twelve women on the seniority list. The Union alleges that the only difference in a female or male classified

job is the difference in pay. In all production work the pay for males is $1.18 per hour and for females it is $.93¢per hour. However, in those instances when males work on a job usually termed a female job, his rate of pay is $1.18.

Since the difference in the jobs from a historical or from the comparative evaluation of the jobs gives no basis for a difference in the rates in pay, and since the difference exists only because of the application of the out-moded theory of economic discrimination against women in industry, the Union insists upon its elimination. It request that the theory of equal pay for equal work be established.

V

JOB STABILIZATION AND SENIORITY RIGHTS

The peacetime employment by the Company was about 450. The Company was slow in converting to war production and has not been able to give continuous employment to this number since the summer of 1941. By previous agreement of the parties, seniority is lost by an employee who is laid off if, while in the employment of another employer, he is recalled by this Company and does not return after the second request.

Because of this ruling, employees who are layed off as a result of no available work at the Company are often recalled from other employment utilizing their full efficiency and given inferior work and often of a temporary nature. An employee's alternative is refusual to return to this Company which costs him his seniroity.

Since July of 1942 the Union has sought to work out with the Company a plan whereby the seniority of such employees would be protected if their recall would not be in the best interests of the war effort.

Because of the lack of clarity at the present time in the program of the War Man Power Commission's program, the Union is not prepared to advance a complete program. It believes that within the interim between the filing of this Brief and the hearing, sufficient stability and clarity will have been developed in the WMC plans to give basis for a proposal by the Union.

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Since the difference in the jobs from a historical or from the comparative evaluation of the jobs gives no basis for a difference in the rates in pay, and since the difference exists only because of the application of the out-moded theory of economic discrimination against women in industry, the Union insists upon its elimination. It request that the theory of equal pay for equal work be established.

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To avoid any charge that the Union proposes bringing in a new matter for determination, it states that any plan it proposes will be an embodiment of the OPM agreement which it used as the basis of its original demands construed in light of the Job Stabilization Plan of the South Bend Region of the WMC and the directives of the WMC.

- - - - - - -

Bendix Local 9, United Automobile Aircraft, and Agricultural Implement Workers of America, CIO

By

_____

Glenn Beasecker, President

Dated at South Bend, Indiana
April 24, 1943

26

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent A. OCONNOR

Date 3-11-44

Plant involved EXCEL-CURTAIN-CO ELKHART- IND

Name, title, address of persons interviewed Agreement Attached

MRS CAROLINE DAVIS - PRES - 130 N. 2nd ST - ELKHART - INDIANA
GEORGE STAHLMAT, REP. U.A.W. 1428 KRAU ST. ELKHART - IND.
THOMAS DIXON - V. P. 152½ State St. ELKHART - INDIANA
MRS JENNIE COOK - BARGAINING-COMM. 311 N. MICHIGAN - IND
MRS FLORENCE BAILEY - POLITICAL-ACTION-COMM - 912 PEARL - ELKHART - IND.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union UNITED AUTO MOB. E. WRKS Affiliation C. I. O
2. Local No. 764 Address 324 SO. MAIN - ST. ELKHART - INDIANA
3. How long local organized? JAN - 1940 - 4 YRS
4. How long women members JAN - 1940 4 YRS
5. President's name and address, if not listed above ABOVE
6. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
EXCEL-CURTAIN-CO.	~~270~~ 145	125	145	125

7. Union cost to worker:

	Men	Women
a. Initiation fees	3.00	3.00
b. Dues (specify period covered)	1.00 MO.	1.00 MO
c. Fines (" what for)	NONE ATTENDANCE FOR TWO MEETINGS $1.00 FINE - CONTRACT-PAGE 10-ARTC-8-SEC-2	
d. Other		

8. Women's local union activities:

a. Union committees

EDUCATIONAL-COMM- 3 WOMEN
POLITICAL-ACTION-COMM- 2 "
CORRESPONDENCE- " 5 " - LOCAL-HAVE OVER 100 IN SERVICE
ELECTION COMM- ——— 2 " THIS-COMM. WRITES TO THEM ALL
TRIAL " ——— 2 " ANS. ARE READ AT LOCAL MEETINS.

b. List other committees on which women might serve:

CIGARETTE COMM- FOR COLLECTING-MONEY-FOR CIGARETTES FOR THEIR MEMBERS IN SERVICE.
LEGISLATIVE COMM.

c. Local union offices held by women:

PRESIDENT — OFFICERS-COMPRISE THE EX. BD.
GUIDE
TRUSTEE

d. Attendance at union meetings:

VERY GOOD

9. Union program and union's official attitude toward women: (Give source of comments.)

GEO. STAHL-INT. REP. HAS A GOOD ATTITUDE. HE STATED IT TAKES TIME TO EDUCATE THE MEN TO ACCEPT WOMEN. HE PUT UP A FIGHT TO HAVE COLORED WORKERS TAKEN INTO THE UNION AND INTO THE PLANT. THIS IS THE ONLY PLANT IN ELKHART-WHO EMPLOYS-COLORED.

POST-WAR.

STAHL-SAID-SENIORITY WOULD PREVAIL
THOMAS DIXON-V.P. ALL MARRIED WOMEN SHOULD STAY HOME. MEN BE MADE TO SUPPORT THEM.

10. What is union's attitude toward equal pay: (Give sources.)

GEO. STAHL INT. REP. ABSOLUTELY-EQUAL PAY.
THOMAS DIXON V.P. HE WAS FOR EQUAL PAY. BUT FELT, THAT WOMEN SHOULD NOT TAKE JOBS IF MEN ARE AVAILABLE

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant EXCEL-CURTAIN-CO.
2. Address 1120 N. MAIN-ST- ELKHART-INDIANA
3. Product GUN TURRETHS, WINDOW SASH-FOR BUSES-CURTAINS
4. How long union recognized in this plant: JAN-1940- 4 YRS
5. How long women in this plant members of union: JAN-1940- 4 YRS
6. Arrangement for payment of dues: (check one)
   Checkoff ✓ CONTRACT-PAGE 13-ART-8 Steward _____ Other _____
7. Were women employed on production in this plant in normal times: YES
   IT WAS A SMALL PLANT-BEFORE THE WAR
8. Women's union activities in this plant:
   a. Shop steward: No. men 9 No. women 3
   b. Grievance committees: No. men 3 No. women 1
   c. Contract or bargaining committees. Yes ✓ No _____
      No. men _____ No. women _____
      GRIEVANCE, CONTRACT, BARGAINING- ALL ONE COMM.
   d. Labor management committees: Yes ✓ No _____
      No. men 3 No. women 0
   e. Other union committees in plant; whether women represented: NO
      TRANSPORTATION-COMM- 3 MEN
9. Union program in this plant affecting women: (Give sources.)
   NO SPECIAL PROGRAM. MRS DAVIS-PRES
   THOMAS DIXON V. PRES

C. Plant Practices:

1. Are there any: -

a. So called "women's jobs"? Yes ✓ No _____
CONTRACT- PAGE 8- SECT-9.

b. Men's jobs on which women are employed? Yes ✓ No _____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? Yes _____ No ✓
UNION-IS TALKING ABOUT- A JOB EVALUATION-PLAN- ALSO AWAITING-THE OUTCOME OF A.G. CONN-LTD. ANOTHER U.A. PLANT-IN ELKHART-WHO IS WORKING ON SOCH A PLAN.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ✓ No _____

b. By bargaining? Yes ✓ No _____

c. By formal job evaluation? Yes _____ No ✓

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

ALL FIVE WHOM I INTERVIEWED - STATED THE NEED IS GREAT TO UPGRADE THE WOMEN. CO. AND MEN REALIZE THAT. JOBS ARE POSTED, RATE LISTED WOMEN HAVE SAME CHANCE BIDDING ON ANY JOB WHEN VACANCIES OCCUR. QUALIFICATION AND SENIORITY- PREVAILS, ANY UNFAIRNESS, CAN BE MADE A GRIEVANCE.

5. Are women given equal seniority with men: Yes ✓ No _____
If not, explain

6. Placement on shifts: Number of shifts plant operates: 1 ____ 2 ✓ 3 ____
a. Number of shifts on which women are employed: 1 ____ 2 ✓ 3 ____
PAINT SPRAY-DEPT-ONLY-ONE-WHO-WORKS-2 SHIFTS-
b. Does placement depend on seniority: Yes ✓ No _____
Explain: VACANCIES ON DAY SHIFTS, NIGHT SHIFT. BIDS ON THOSE JOBS NO BIDS, CO. HIRES NEW PEOPLE FOR DAY SHIFT. SOME WOMEN PREFER TO WORK NIGHT SHIFT.

7. Rest periods:
a. Does plant allow formal rest periods: Men ✓ Women ✓
b. If so, are they paid for: Men YES Women YES
c. If deducted:
(1) By hourly rate differential: Men _____ Women _____
(2) By deduction for amount of time involved: Men _____ Women _____

8. Lunch periods:
a. Length of lunch period: Men 1 HOUR Women 1 HOUR
b. Paid for: Men NO Women NO
c. If sex differential, give reason:
NIGHT SHIFT- HAVE 20 MINUETS - AND PAID FOR. SAME FOR MEN + WOMEN

9. What is plant practice in regard to pregnancy:
a. No policy: _____ ~~CONSTITUTION~~ CONTRACT- PAGE 10- A.
b. Discharge _____
c. Leave of absence ✓
(1) If yes, what is time limit 1 YEAR
CO. HAD THAT POLICY- BEFORE THE WAR. EACH CASE IS TAKEN-UP SEPERATELY.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of women: (Check one.)
a. Time 50%
b. Piece 50%

2. Are jobs and rates specifically listed by male and female: Yes ✓ No _____

3. In jobs employing both men and women, are rates the same? Yes ✓ No _____

B. War Labor Board Case

1. Title of case _____ Regional number _____

2. Status of case:
   a. Pending before: Regional Board _____, National Board _____
   b. Settled by: Regional Board (date) SEPT-43 National Board (date) _____

3. Type of case: Voluntary _____ Dispute _____

~~c. Was case brought at time of negotiation of contract? Explain.~~

~~5. What led the union taking it to W. L. B. Explain background of case:~~

4. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

J FLAT INCREASE OF 5¢ PER HOUR

5 f. W. L. B. Ruling.

DENIED 5¢ HR- INCREASE.

IN PLACE THEREOF THEY RECOMENDED RATE RANGES. PROVIDING FOR MERIT INCREASE.

6 g. If equal pay was ordered, when did it become effective: (Check one)
a. On date of expiration of contract _____
b. On date of certification to W. L. B. _____ NOT-AN-ISSUE.
c. On date of W. L. B. decision _____
d. Not yet in effect _____

7 h. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

RULING IS IN EFFECT. RULING HAS NOT PROVEN SATISFACTORY- CO. AND UNION HAVE SIGNED FORM 10 (JOINT REQUEST) FOR THE ELIMINATION OF RATE RANGES AND PROVIDE FOR A DEFINITE SINGLE RATES FOR VARIOUS JOBS.

8 ~~10~~. How did women workers benefit from case?

IT SEEMS NOBODY - BENEFITED.

F. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule ✓

b. Date contract expires JAN-1-1943- AUTOMATICALLY- RENEWED-FROM YEAR TO YEAR.
CONTRACT-PAGE 11- SECT-4-

c. Kind of contract: (check)
(1) Closed shop
(2) Open shop
(3) Preferential
MAINTENANCE OF MEMBERSHIP ✓

d. Does contract contain maintenance of membership clause: Yes ✓ No ____
CONTRACT- PAGE 10-ARTC. 8- SECT 1.

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No ✓
(1) If not, rates: Men 68¢ P. H. Women 63 P. H. 53¢ as in contract
CONTRACT-PAGE 7- ART-V-SECT-1-2-
CAROLINE DAVIS- PRES. STATED-THE WOMEN- RECEIVE. 63¢ P. H.

b. Automatic progression policy: Yes _____ No _____
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain
CONTRACT DOES NOT SPECIFY.

c. Does contract prohibit wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No ✓
(2) By equal pay clause: Yes ✓ No _____
(3) By rate of job regardless of sex: Yes _____ No _____
CONTRACT- PAGE 8- TOP OF PAGE- SECT-4.
SIMILAR WORK- SHALL RECEIVE SIMILAR PAY.

d. Does contract openly discriminate against women: Yes _____ No _____
If so, explain:
BY A LOWER BEGINING RATE - CONTRACT- PAGE 7-ART-V-SECT-1-2.
WORK WILL BE DESIGNATED EITHER MALE OR FEMALE
SO BJECT TO GRIEVENCE PROCEEDURE
CONTRACT- PAGE 8- SECT-9-

e. No mention of "women" in contract: Yes ✓ No _____ Explain.
SAME AS ABOVE.

3. Seniority:

a. Types of: Plant wide ✓ Departmental ✓
CONTRACT- PAGE 4-ART-3-

b. Does contract limit women's seniority rights?

(1) To other women: Yes _____ No ✓

(2) To the duration only: Yes _____ No ✓

(3) If any seniority provision different for men and women, explain:
NO MENTION OF WOMEN.

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No _____

(1) Maximum length 1 YEAR - NO EXTENSION-
(2) Length of service necessary to get maximum NOT STATED
CONTRACT- PAGE 10- A.

EXCEL-CURTAIN-CO- ELKHART- IND.

Mrs Davis president was a very fine young women worked at plant 9 yrs. Had been V.P. for 3 mos. when president was drafted; union knew this, and wanted her to have 3 mos training before he left. She attended U.A. convention in Buffalo in 43. another women attended Education conference of U.A. in Chicago in Feb 44. Mrs Davis was on the bargaining from the begining. Prior to organization in the plant she was active in the Co. union. In Jan 44- Union & Co. were negotiating new contract, when suddenly the Pres. of Co. passed away. new pres. appointed who knew nothing about contract negotiation and asked for deferment. Union understood his handicap, whereupon she drew up a statement with some changes in contract, new pres. & union signed it. He stated any one who could draw up that sort of statement, he wanted her for the company.

Geo. Stahl Int. Rep. had a very good attitude stated there were things in the agreement, that will be rectified.

Thomas Dixon V.P. said the men were for Mrs Davis 99% and the women 100%. He stated she can do practically any job in the plant. He believed in equal pay. but had an idea the women would go back to the kitchens after the war, and that the Co would rather hire men if they can get them.

Mrs Jennie Cook & Mrs Bailey, said they get along very well with the men, but not so at first.

There are about 40 Tool & Die Makers in an A.F.L. local in the plant. C.I.O. get along well with them. C.I.O. collected for Red Cross from A.F.L. local.

27.

1. Comments.
2. Clipping - "Conn G. Sets Army-Navy 'E'"
3. Contract Changes
4. (2) The Comm-Conn protected for work by employees.
5. Agreement

27
V

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent A. OCONNOR

Date March 11-1944

Plant involved C. G. CONN-LTD
ELKHART IND

Name, title, address of persons interviewed Contract & Agreement Attached

FLOYD MARTIN-PRES R.3. GOSHEN - INDIANA

CHARLES STRINTZ FIN. SEC. R.R.2. CASSOPOLIS-RD-ELKHART-IND

MRS ELOISE PEFFLEY-STEWARD-1040 NORTH ST. ELKHART-IND.

MRS MABEL WRIGHT-STEWARD-234 CLEVELAND-AVE. ELKHART-IND

MRS REATHA DECKER-STEWARD-106 BOWERS-CT. ELKHART-IND

CHARLES DECKER-FORMER-STEWARD-106 BOWERS-CT. ELKHART-IND

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union UNITED-AUTOMOBILE-WRKS- Affiliation C. I. O.
2. Local No. 534 Address MONGER-BLD-ELKHART-IND.
3. How long local organized? AUG-5-1941 2 YEARS-7 MO.
4. How long women members AUG-5-1941 2 YEARS 7 MO.
5. President's name and address, if not listed above ABOVE

6. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
C. G. CONN-LTD.	800	900	~~800~~ 900	~~600~~ 700

7. Union cost to worker:

	Men	Women
a. Initiation fees	5.00	5.00
b. Dues (specify period covered)	1.00 MO.	1.00 MO.
c. Fines (" what for)	NONE ATTENDANCE FOR TWO MEETINGS 1.00 FINE.	
d. Other		

8. Women's local union activities:

a. Union committees
POLITICAL ACTION- 1 WOMEN
SICK COMM- 1 WOMEN

b. List other committees on which women might serve:
FINANCE
EDUCATION-
WELFARE
ENTERTAINMENT.
SOMHOW THESE COMM-ARE NOT FUNCTIONING

c. Local union offices held by women: NONE

d. Attendance at union meetings:
VERY GOOD. MR STRINTZ-SAID, WOMEN ATTEND BETTER THEN THE MEN

9. Union program and union's official attitude toward women: (Give source of comments.)
FLOYD MARTIN PRES. WAS VERY-UNDERSTANDING TOWARD WOMEN
CHARLES STRINTZ-FIN. SEC. SAID WOMEN WERE DOING A GOOD JOB, AND ARE GOOD PAYING-MEMBERS
POST WAR- SENIORITY-WILL PREVAIL-BOTH SAID.

10. What is union's attitude toward equal pay: (Give sources.)
FLOYD MARTIN-ATTITUDE WAS VERY GOOD. HE COULD SEE NO EARTHLY REASON WHY WOMEN SHOULD RECEIVE LESS PAY.
CHARLES STRINTZ-SAID IF WOMEN ARE ALLOWED TO BREAK DOWN WAGE RATES MEN WILL EVENTUALLY HAVE TO WORK FOR THE LOWER RATES.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant C. G. CONN-LTD

2. Address 1101 E. BEARDSLEY-AVE. ELKHART- INDIANA

3. Product GYRO-40%-RADAR-18%-COMPASSES-17%-SILVER-BEARING-12%-
COMPENSATOR & BINNACLES 4%- INDICATOR 4% BAND-INSTRUMENTS-3%- PLATING-2%

4. How long union recognized in this plant: NOV 5-1941- 2 YRS- 4 MO.

5. How long women in this plant members of union: NOV 5-1941- 2 YRS- 4 MO.

6. Arrangement for payment of dues: (check one)

Checkoff _____ Steward ✓ Other FIN. SEC.

7. Were women employed on production in this plant in normal times: YES

8. Women's union activities in this plant:

a. Shop steward: No. men 50 No. women 15

b. Grievance committees: No. men 6 No. women 0

c. Contract or bargaining committees: GRIEVANCE, CONTRACT, BARGAINING, COMM- IS THE SAME-COMM.
Yes ✓ No 0
No. men SAME 6 ABOVE No. women 0

d. Labor management committees: Yes _____ No ✓
No. men _____ No. women _____

e. Other union committees in plant; whether women represented: WAR MAN POWER COMM. TRIED TO FORM L. M. COMM. BUT CO. WOULD NOT-CO-OP.

TRANSPORTATION-COMM. NO WOMEN-REP.

9. Union program in this plant affecting women: (Give sources.)

SAFETY-COMM. THE SHOP STEWARDS ROTATE ON THIS COMM. WOMEN PARTICIPATE AS STEWARDS.

CO. AND UNION
WORK ON THIS COMM.

C. Plant Practices:

1. Are there any: - THERE ARE-WHAT-THEY-CALL-PREFERABLY FEMALE-JOBS.

a. So called "women's jobs"? Yes _____ No _____

b. Men's jobs on which women are employed? Yes ✓ No _____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? Yes _____ No ✓

UNION IS WORKING ON A JOB EVAL. THEY-PLAN TO CALL IN A TECHNICAL MAN FROM THE GOVERNMENT. CO + UNION TO AGREE ON TECHNICAL ENGINEERS.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ✓ No _____

b. By bargaining? Yes ✓ No _____

c. By formal job evaluation? Yes _____ No ✓

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

ALL VACANCIES ARE POSTED. STATING QUALIFICATIONS NECESSARY. RATE OF PAY FOR THE JOB. BOTH MEN + WOMEN BID FOR THE JOBS. THE SIX PEOPLE WHOM I INTERVIEWED ALL STATED. THE WOMEN HAVE TO UPGRADE, BECAUSE THEIR ARE NO AVAILABLE MEN. IF AN EMPLOYEE DONT MAKE GOOD WITHIN A REASONABLE TIME, THEY ARE NOT KEPT ON THE JOB. ANY- UNFAIRNES, GOES THRU GRIEVANCE PROCEEDURE.

5. Are women given equal seniority with men: Yes ✓ No _____
If not, explain

6. Placement on shifts: Number of shifts plant operates: 1 _____ 2 ✓✓ 3 ✓
a. Number of shifts on which women are employed: 1 _____ 2 ✓ 3 _____
A FEW DEPTS. WORK 3 SHIFTS - WOMEN WORK ON 3RD SHIFT (VERY FEW)
b. Does placement depend on seniority: Yes ✓ No _____
Explain: ANY VACANCIES ON DAY SHIFT, EMPLOYEES MAY TRANSFER. SENIORITY AND QUALIFICATION PREVAILS. IF VACANCY ON DAY SHIFT, NO APPLICATION FOR TRANSFER. CO. CAN HIRE NEW EMPLOYEES FOR DAY SHIFT.

7. Rest periods:
a. Does plant allow formal rest periods: Men NO Women NO
b. If so, are they paid for: Men _____ Women _____
c. If deducted:
(1) By hourly rate differential: Men _____ Women _____
(2) By deduction for amount of time involved: Men _____ Women _____

8. Lunch periods:
a. Length of lunch period: Men _____ Women _____
b. Paid for: Men _____ Women _____
c. If sex differential, give reason:
DAY SHIFT - HAVE - ONE - HOUR
NIGHT " " 1/2 "
NEITHER IS PAID FOR
THE 3RD SHIFT - HAVE - 15 MIN - LUNCH PERIOD - AND - PAID FOR

9. What is plant practice in regard to pregnancy:
a. No policy: _____
b. Discharge _____
c. Leave of absence ✓
(1) If yes, what is time limit 3 MONTHS - MAY BE EXTENDED.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of women: (Check one.)
a. Time ✓
b. Piece _____

2. Are jobs and rates specifically listed by male and female: Yes _____ No ✓

3. In jobs employing both men and women, are rates the same? Yes ✓ No

E. War Labor Board Case

1. Title of case _____ Regional number_____

2. Status of case:
   a. Pending before: Regional Board_____, National Board_____

   b. Settled by: Regional Board (date) Oct - 1942 National Board (date)_____

3. Type of case: Voluntary _____ Dispute _____

~~4. Was case brought at time of negotiation of contract? Explain.~~

~~5. What led to union taking it to W. L. B. Explain background of case.~~

4 6. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

W.L.B. RULING - IN OCTOBER - 1942. GRANTING INCREASE. ½ OF WHAT THE UNION ASKED FOR

ISSUE
GENERAL WAGE INCREASE

EQUAL PAY WAS NOT AN ISSUE
AS THEY ALREADY HAD EQUAL PAY.

5 Q. W. L. B. Ruling.

OCTOBER - 1942 - GRANTING A GENERAL WAGE INCREASE.

MR STRINTZ - SAID IT WAS ONE HALF OF WHAT UNION ASKED FOR.
UNABLE TO SECURE COPY OF RULING. FROM UNION
WE HAD NO COPY - FROM W. L. B.

6 Q. If equal pay was ordered, when did it become effective: (Check one)
a. On date of expiration of contract _____
b. On date of certification to W. L. B. _____
c. On date of W. L. B. decision _____
d. Not yet in effect _____

NOT AN ISSUE.

7 Q. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

IT IS IN EFFECT.

8 Q. How did women workers benefit from case?

GENERAL WAGE INCREASE

F. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule ✓

b. Date contract expires ~~EFFECTIVE~~ NOVEMBER 5-1943 - CONTINUE FROM YEAR TO YEAR - CONTRACT - PAGE 16 - SECT 7

c. Kind of contract: (check)
(1) Closed shop ✓ - see p. 3 contract
(2) ~~Open shop~~
(3) Preferential

d. Does contract contain maintenance of membership clause: Yes ✓ No ____
CONTRACT - PAGE 3 - ART. 2 - SECT 2 - 3

2. Wages:

a. NO PROVISION IN CONTRACT - IT MAYBE ON JOB RATE SHEET.
Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No _____
(1) If not, rates: Men _____ Women _____
BECINING RATE FOR INEXPERIENCED - MEN 60¢/hr WOMEN 60¢/HR IN PRACTICE

b. Automatic progression policy: Yes _____ No _____
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain
NOT STATED IN CONTRACT

c. Does contract prohibit wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No ✓
(2) By equal pay clause: Yes _____ No ✓
(3) By rate of job regardless of sex: Yes ✓ No _____
CONTRACT - PAGE 7 - SECT 1-2

d. Does contract openly discriminate against women: Yes _____ No _____
If so, explain:
CONTRACT - PAGE 12 - LAST SENTENCE, AND FIRST LINE PAGE 13. CO. AND UNION HAVE AGREED IN NEW CONTRACT TO STRIKE SENTENCE OUT

e. No mention of "women" in contract: Yes _____ No _____ Explain.
EXCEPT REFERED TO ABOVE.

3. Seniority:

a. Types of: Plant wide ✓ Departmental ✓
CONTRACT - PAGE 12 - D

b. Does contract limit women's seniority rights?

(1) To other women: Yes _____ No _____

(2) To the duration only: Yes _____ No ✓

(3) If any seniority provision different for men and women, explain:
CONTRACT - PAGE 12 - LAST LINE - PAGE 13 FIRST - LINE. CO. AND UNION HAVE AGREED TO STRIKE OUT SENTENCE IN CONTRACT NEGOTIATIONS.

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No _____

(1) Maximum length 3 MONTHS - MAY BE EXTENDED
(2) Length of service necessary to get maximum NOT STATED
CONTRACT - PAGE 9 - D.

C. G. CONN. LTD. EIKHART-IND - & U. A. LOCAL 534 - C. I. O.

Floyd Martin Pres. said they organized into The United Musical Instrument Wkrs. C.I.O. in Aug 1941, and their present contract is under that Int. On Jan 1-1944 they changed to U. A. & became Local 534 C.I.O. they felt they would receive better service, and the U. A. wage rates were more in conformity with their work. (Evidently Simple)

The union is negotiating a new contract with the Co. Page 4 of typewritten contract changes. (red pencil checked). is unions proposal to strike out sentence in excisting contract, pertaining to seperate seniority for women. Other issues, check off. more paid time allowana for Stewards, & grievence Comm. more time for trial periods, 2 weeks vacation after 5 years service etc. Some issues Co. have agreed to.

Mr Martin spoke of an incedint. there was a vacancy for a plate, women applied for it, but a new man was hired. She put in a grievence and got the job, with same rate as the men.

Mr Charles Stirntz FIN. SEC. was very helpful, I received the contract, & copy of contract changes now being negotiated, also names and adr. whom to interview.

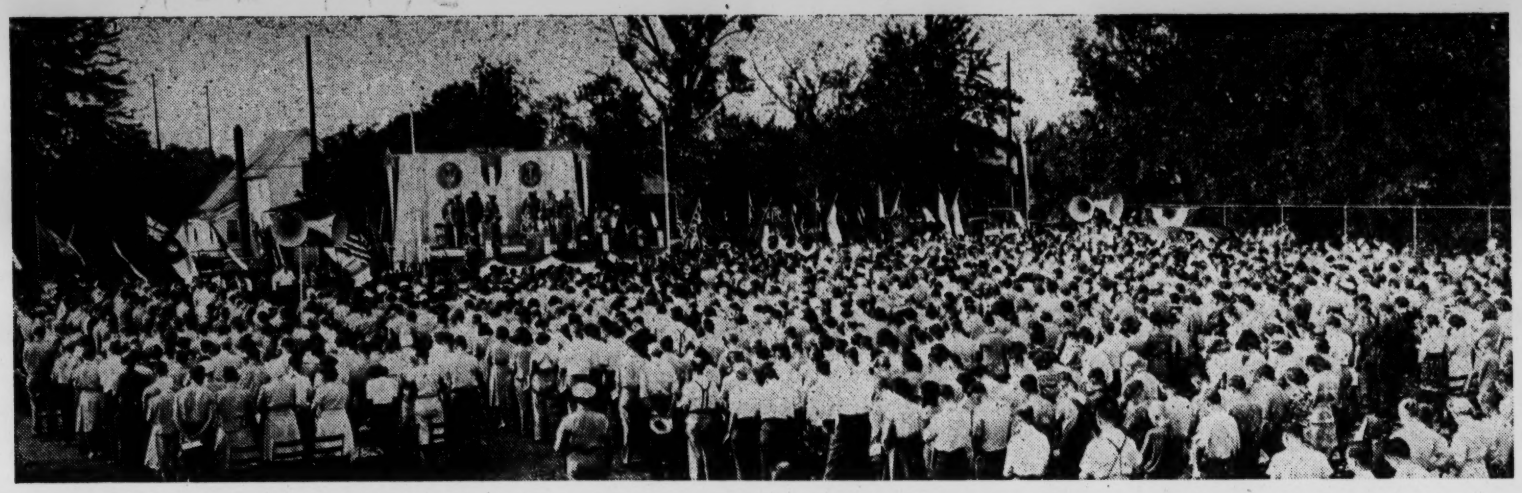
Mrs Mabel Wright, steward, a former membr of Ladies Garment Wkrs Union. She ran for chief steward, but was defeated. she heard afterward the men did not want a women chief steward, but she is a very fine and understanding women, and she felt she knew a lot more about

bargaining, than the man who was elected. The men were not favorable toward the women at first, but now they have become accustomed to more women in the plant, now they get along quite well. Mrs Wright wrote a letter to the Ex. Bd. about having women serve on more committees in the union, and have the various committees function. also to have women delegates to Central C. I. O. council, and bring in reports. pay the delegates if necessary. She has the right idea.

Mrs Peffley & Mrs Hecker both said women upgrade, and have same chance for bidding on posted jobs as the men. and the men accept the women on any of the jobs. Of course there are a few certain jobs too heavy for women they say.

Enclosed find 2 copies of Conn Entertainment + Athletic Assc. monthly paper.

CONN CO. GETS ARMY-NAVY 'E'



MEMBERS of United Musical Instrument Workers Union, Local 1050, PNTW, employed in the C. G. Conn Co. of Elkhart, Indiana, turned out with their families to receive the Army-Navy 'E' for meritorious production of war materials. The award was presented by Rear Admiral A. M. Charlton, U.S.N. and Colonel Martin H. Ray. This is the first firm under contract with PNTW to receive the 'E' award.

The award was the occasion for a real week-end celebration by the firm. The award was presented on Friday, July 30. The same evening a banquet was held, attended by representative groups of union members, company officials, Army and Navy officers and public officials. The following evening, Saturday night, two dances were held, one in the Athenian Ballroom of the Hotel Elkhart and the other at the Eagles Ballroom. On Sunday August 1, the program was concluded with a picnic at Spanish Terrace, Christiana Lake.

Officers of Local 1050 took a prominent part in all ceremonies and pledged to continue the type of work which brought the award. The following statement was made by Floyd Martin, President of Local 1050:

"The Army-Navy 'E' Production Award is the highest award the armed services of the United States can give to the soldiers of production. In a sense it is a military decoration, the equivalent on the home front of the medals of honor given to our fighting men.

"We are proud to receive it in recognition of the great job the men and women of the Conn factories have done since Pearl Harbor in changing over from the manufacture of band instruments to the production of vitally important war materials.

"But while it is a tribute to our achievements of the past and present, the Army-Navy Production Award is also a challenge to us to maintain—and if possible, excel—our production records during the months to come.

"The 'E' flag which will fly above us as we work and the 'E' pins which we will proudly wear are ours to keep IF WE CAN. We can't stop now. We must keep going forward to more production, better production to back up our sons, brothers, sweethearts and friends who are giving their all on the fighting fronts to protect our American way of life. Almost 150 of our former fellow workers now in the service are depending on us to carry on for them and help to bring them back again.

"That's the challenge given to us by the Army-Navy 'E' Production Award. I know that I speak for all the men and women in the Conn factories when I say that we accept this challenge. We'll do our part in keeping production to the very maximum so that in six months the Army and Navy can again honor our efforts by adding the white star to our Army-Navy 'E' Flag."

Also invited to the presentation were Regional Director Leonard Shaw and International Representative N. Vrataric. The letter of invitation to Brother Vrataric, sent by E. Cortas, Personnel Manager of the firm, shows the firm's recognition of the part played by the union in winning the award. The letter concludes with the following sentence: "If it is impossible for you to attend, please advise the writer, but please make every effort to attend, for certainly you played a part in making it possible for us to secure this honor."

ARMY E NAVY

PUBLISHED FOR AND BY EMPLOYEES OF C. G. CONN, LTD.

VOL. 3, NO. 1 JANUARY, 1944

Three Departments Average Less Than 2% Absenteeism for First 7 Weeks

DEPT. 33 — Rodney Beckwith, foreman, Reno Benfer, Boyd Tavernier, Vernon Miller, C. G. Martin, K. M. Kiefer, George Adams, Carey Moore, Ralph Moyer, Howard LaFrae, Fred Forrest, Lloyd Barden, Roscoe Wise, Clayton Fletcher, Elmer Sites, George Yohn, Larry Holder, L. D. Eaglebarger, Forrest Haight, Lloyd Rowe, Calvin Packard, and Russell Culp.

At the end of the first 7-week period covered by the absentee scoreboards, one department had a perfect record in attendance, 2 departments had less than 2% average absenteeism, and a total of 16 departments kept under the factory average of 4.16% for the 7 weeks.

Dept. 130 was the department with the perfect attendance record, and orchids are due John Gyuka, foreman, and the two members of his department, Carl Heigl and Koloman Schoenek, for being on the job every day without a minute off.

Among the larger departments, the two with less than 2% average absenteeism for the 7 weeks were dept. 33, 1.61%, and dept. 9, 1.63%.

The 13 other departments who kept under the factory average for the 7-week period were 55, 2.26%; 2G, 2.30%; 7, 2.31%; 42, 2.34%; 98, 2.49%; 45, 3.03%; 40, 3.23%; 97, 3.24%; 2-4, 3.60%; 48, 3.81%; 101, 3.96%; 2L, 4.07%; 30, 4.11%.

DEPT. 9 — C. D. Klinefelter, foreman, Ellsworth Wilbur, Archie Teeter, William Franklin, Sterling Fowler, Reese Smetzer, Paul Glase, Warren Pletcher, Iva Haven, Ivan Holderman, Michel Teeter, Richard Brown, Lauretta Johnson, Ben Yetter, Eugene Bruncz, Mabel Correll, Alice Eash.

HERE'S A GROUP OF POTENTIAL DRAFTSMEN

Learning the manipulation of T-square, triangles and other implements of mechanical drawing are these Conn workers who meet 2 nights a week in the cafeteria for instruction by Howard Young.

In the above photo, Mr. Young checks the work of Jack Adams, dept. 103, while grouped around him are, left to right: Kenneth Malilzke, dept. 45A; Helen Michels, dept. 97; Charles Wallace, dept. 3; Ed Siefert, dept. 48; Helene Bement, dept. 2; Ralph Johnson, dept. 48; William Harness, dept. 103; Joseph Keller, dept. 45A; Mary Naylor, dept. 19.

Other members of the class who were not present when the picture was taken, include P. J. Falcone, dept. 96; LaMar Myers, dept. 18; J. L. Whalen, dept. 97, and Fred Schoemann, dept. 3.

A FEW ORCHIDS FOR CAFETERIA WORKERS

We thought it was about time we got Mrs. Yoder out of the kitchen long enough to line up her "gang" so you'd know who was responsible for the appetizing and nourishing meals offered daily to Conn workers.

Here they are lined up behind the service counter. Left to right, Hazel Cox, Mabel Caufmann, Edith Garvin, Thelma Collins, Pearl Marshall, Frank Yoder, Suzanne Yesberger, Edna Huston, Minnie Loucks, Mary Nifong, Mrs. Yoder, and Ria Pfeifer.

Incidentally the sign on the counter reads, "If you are satisfied tell others; if not, tell me." It's signed by Mrs. Yoder, and she says she means every word of it.

The AMERI-CONN

PUBLISHED FOR AND BY EMPLOYEES OF C. G. CONN, LTD.
ELKHART, INDIANA

Vol. 3, No. 1 January, 1944

FRANK CROWLEY, Editor

Editorial Board
E. C. CORTAS FLOYD MARTIN
H. W. SCHWARTZ

VOL. 3 NO. 1

In January, 1941, the first issue of The Ameri-Conn was distributed to Conn employees.

This month we start our third year of publication.

The present two-color, eight-page, printed publication is quite different in appearance from the initial mimeographed issue, but the purpose for its publication remains the same — to present news and views of interest to all Conn employees.

That's not saying that we cannot improve The Ameri-Conn. We try to make each issue better than the previous one. However, we do need more support and contributions from department reporters. All union stewards have been delegated as official Ameri-Conn reporters for their respective departments and we want MORE department news. Not the type of news such as, "Who is the beautiful blonde who has all the boys gaga in dept. umpteen," but news of general interest — who got married, or who's going to; who became a proud papa; what happened to Tom, Dick or Harry; who did what, when and where.

News like that—names and facts —should be sent to The Ameri-Conn regularly each month. Each employee should consider himself (or herself) a semi-official reporter and turn in any interesting news to the department steward each month.

Let's all help to make The Ameri-Conn bigger and better every issue!

Join The
CONN E. A. A.
$1.00
will make you a
member for 1944
FREE
DANCES — SHOWS
PARTIES — PICNICS
And Other Social and
Athletic Activities.
SEE YOUR
DEPARTMENT REPRESENTATIVE
FOR APPLICATION BLANK

AMATEUR VARIETY SHOW AND CHRISTMAS PARTY ENTERTAIN CONN EMPLOYEES

Entertainment really came thick and fast for Conn employees and their families during December. On Saturday, Dec. 11, the high school auditorium was almost packed with an enthusiastic crowd which applauded the many talented performers assembled by chairman Lee Hickle and members of the Funzapoppin Committee.

With only two exceptions, all the artists were Conn employees or sons or daughters of Conn employees, and the array of talent displayed made the selection of the four prize-winners a difficult task for the judges, who were guided by the audience applause.

Illustrations on the opposite page show the various performers who demonstrated their abilities as singers, dancers, magicians and instrumentalists before the appreciative audience.

CHRISTMAS PARTY

The following week-end found most of the Conn family again assembled in the auditorium on Sunday afternoon, Dec. 19, for the first Conn employees' Christmas party — and what a party it was!

Santa Claus was there, of course, with presents for all the children, and he also brought a delightful and entertaining program of music and song enjoyed by both the children and the grownups.

Executive vice-president Alfred L. Smith was master of ceremonies for the party and introduced the various numbers, which included group singing led by Mr. and Mrs. Clyde McCracken, the Conn Saxophone Sextet, vocal selections by William Gowdy, the Stevens Marionettes, and special organ music by Merle Noles.

At the conclusion of the entertainment, Santa Claus and his helpers presented gifts to all the children as they left the auditorium.

Credit for the success of the first Conn E.A.A. Christmas Party goes to chairman Dorotha Koehler and her committee composed of Bailey Canfield, David Hughes, Robert Laurenson, Harry Schwartz, Dorothy Troyer, Rex Kentner, Mildred Kentner, Katherine Hapenny, Hettie Greenlee, Al Glenn, Don Langle, Dick Thomas, Alma Frame and Les Waddington. The corps of ushers also merit a hand for their excellence in taking care of the crowd.

FIGHT INFANTILE PARALYSIS
JANUARY 14 - 31

Incidentally, the candy and popcorn balls left over from the party were given to the Elkhart War Mothers for distribution to service men on the trains.

Pictorial Story of the Conn Christmas Party

Executive v.p. Alfred L. Smith served as master of ceremonies.

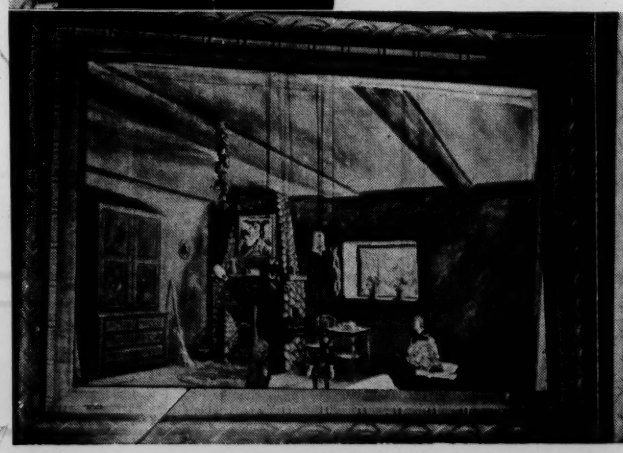
William Gowdy, high school vocal instructor, sang "White Christmas"

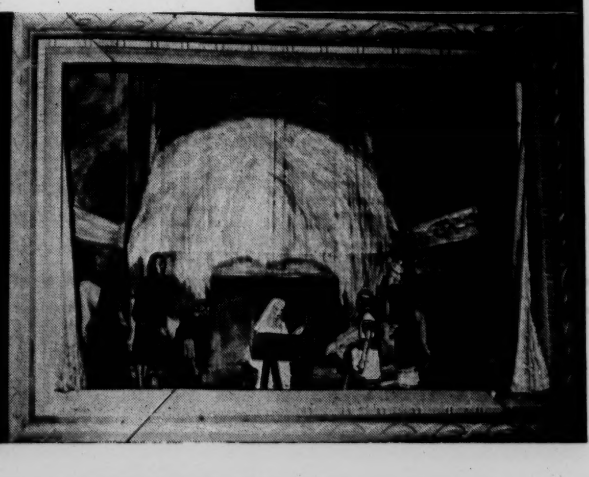
ABOVE—Les Waddington directed the Conn Saxophone Sextet which played several selections. Left to right, Joe Berryman, Jack Hyde, Charles Sands, Bob Ziems, Kenneth Long, Les Waddington.

LEFT—Mr. and Mrs. Clyde McCracken led the group singing of Christmas carols.

RIGHT—Merle Noles charmed the audience with his virtuosity on the electric organ.

BELOW—Scenes from two of the three numbers presented by the Stevens Marionettes. The Nativity scene at right was especially beautiful.





CONN AMATEUR VARIETY SHOW

1—Lee Hickle, master of ceremonies, seems to be enjoying his job.

2—Eithel Trigg, dept. 101, croons to the mike.

3—A terpsichorean duo—Virginia Tinsley, dept. 2B, and Leo Couch, dept. 96.

4—Mary Katherine Stemm, daughter of Cresco Stemm, legal dept., entranced the audience with her harp virtuosity.

5—Virginia Oswalt, dept. 102, was both charming to see and to hear.

6—The Victory Trio—Clyde McCracken, Bob Crussmeyer and Jay Eller.

7—Bob Ziems, Les Waddington, Joe Berryman and Roy Emmert demonstrate their mastery of almost all wind and percussion instruments.

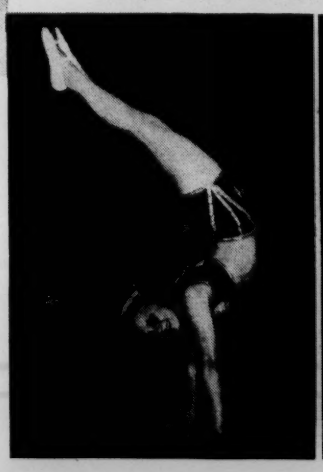
8—Another charming and talented vocalist was Jacqueline Brosseau, drum division.

9—Pianist Joanne Schrock, daughter of L. R. Schrock, dept. 40 foreman.

10—Pat Leonard, dept. 45A, convulsed the audience with his pantomine.

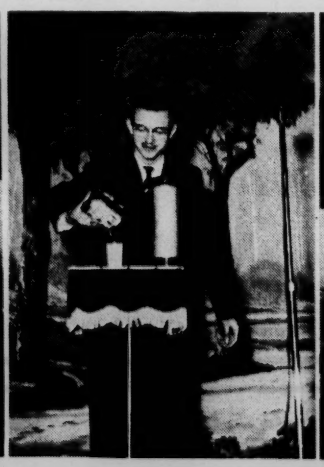
11—Lois DeGraff, dept. 51, did a bit of fast tapping.

The Audience Voted These the Prize-Winning Acts



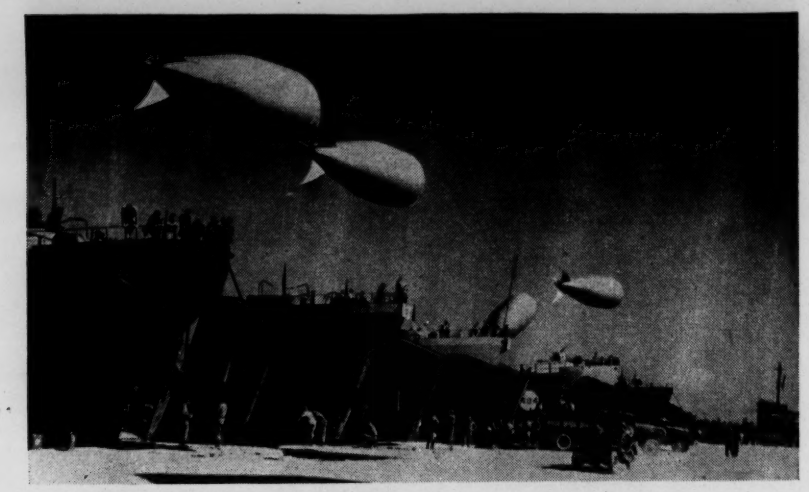
Margaret Gackle won first place with her acrobatic dance.

Second place winner was Ralph Cortas, juvenile clarinet artist.

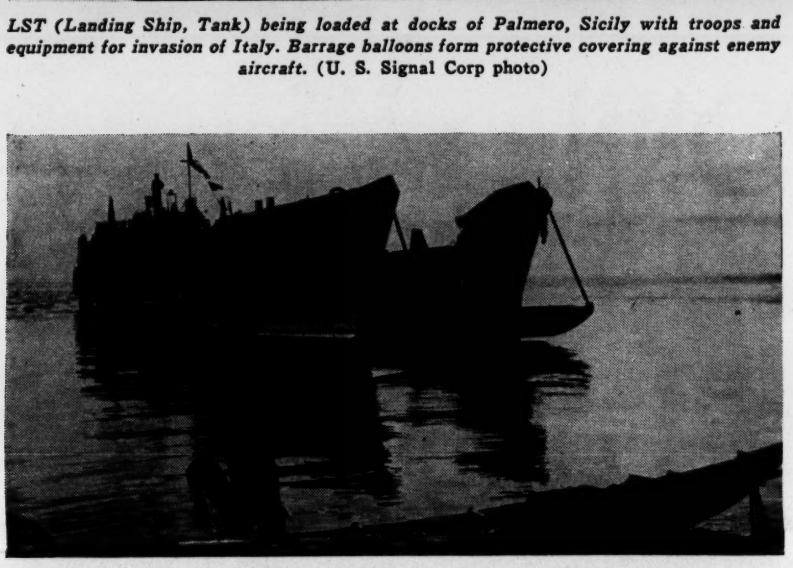


Joe Niccum, dept. 55, and his magic won third honors.

Fourth prize-winner was tap dancer Betty Tillitson, dept. 48.



LST (Landing Ship, Tank) being loaded at docks of Palmero, Sicily with troops and equipment for invasion of Italy. Barrage balloons form protective covering against enemy aircraft. (U. S. Signal Corp photo)



A native of an island in the Trobriand Group, South Pacific, sits in his outrigger canoe and gazes with astonishment at an LCT (Landing Craft, Tank). (U.S. Signal Corps photo)

Conn Compasses and Binnacles

This is a war of invasion. Wherever the forces of the United Nations must go to carry out their task of foiling the world-grabbing plans of the Axis, they must conquer hostile shores in the face of the enemy.

It was different in World War I. The allies then had a great beachhead in Europe. Troops could land in France at big ports, safe from attack. They could go ashore and rest before moving to the front.

In this war, our troops must go ashore fighting. They must land where they can and wrest their bases, their harbors, and their supply depots from the enemy.

NEW TYPE INVASION CRAFT

For this kind of war we have invented an invasion navy, a fleet of baby warships that can sail right up among the enemy. They come in shooting, they land troops, they pull out in a hurry and come back with supplies, ammunition, gasoline, and guns to keep the invasion moving.

Sicily and Italy, the Aleutians and the Solomon Islands were invaded by a navy which did not even exist on a drawing board when the Jap attack on Pearl Harbor put Uncle Sam into the invasion business.

NAVY DEPARTMEN
WASHINGTON
INDUSTRIAL INCENTIVE
2118 Massachusetts Ave

Mr. H. W. Schwartz,
C. G. Conn, Ltd.,
Elkhart, Indiana

Dear Mr. Schwartz:

We are informed by the U.S.Nav

Conn compasses are installed in all t

craft such as LCM's and LCVP's, and t

binnacles are used in the larger LST'

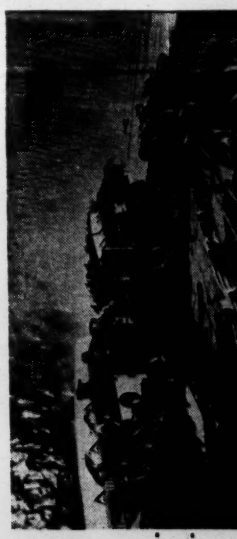
TYPES OF U. S. LANDING CRAFT

LST Landing Ship, Tank. Biggest used. 327 ft. long Crosses ocean. Carries tanks, troops.

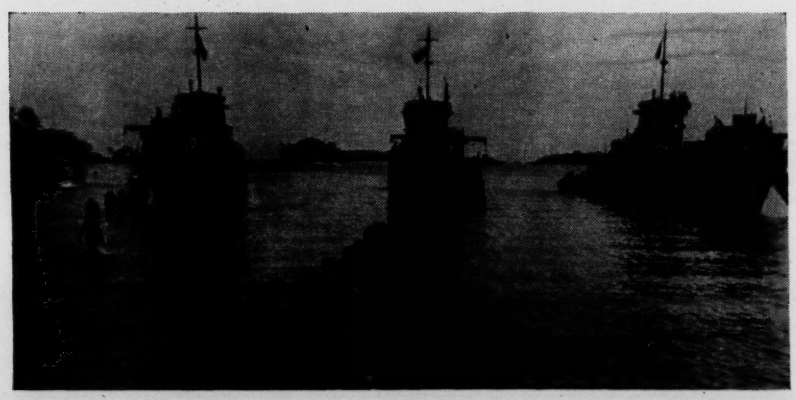
LCI Landing Craft, Infantry. Carries about 200 infantrymen. 155 ft. long. Crosses ocean.

LCT Landing Craft, Tank. Lands tanks or trucks. 100 ft. long. Carried on LST or Cargo ships.

LCM Landing Craft Mechanized. For landing bulldozers and medium tanks. 50 ft. long.



Army men clamber down their transport into the C manned landing barges take them ashore somew Southwest Pacific.



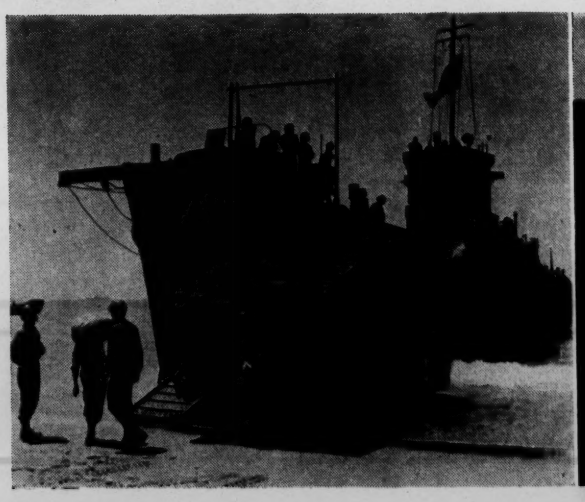
Members of the American invading forces at Rendova Island in the Solomons fall in line and pass the ammunition from an LCI (Landing Craft, Infantry). (U. S. Navy Photo)

ABOVE — Assault troops boarding landing boats in a North African port, massed for the invasion of Sicily. (U. S. Signal Corps photo)

Tank rolling down the steel ramp of an LCM (Landing Craft, Mechanized) to the beach during Marine training maneuvers. (Navy photo from OWI)

★

RIGHT — An LCI (Landing Craft, Infantry) and an amphibian truck called the "Duck" on the beach near Scoglitti, Sicily. (U. S. Navy photo)



ıcles Aid Our Invasion Forces

DEPARTMENT
ASHINGTON
INCENTIVE DIVISION
chusetts Avenue, N. W.

27 October 1943

the U.S.Naval Observatory that
ed in all types of small landing
VP's, and that Conn compasses and
larger LST's and LCI's.

Very truly yours,

S. J. SINGER,
Commander, USNR,
Executive Officer

OCEAN-GOING TANKS

American ingenuity and American craftsmanship created this new invasion navy. They made huge LSTs and LCIs, able to cross an ocean under their own power. They built LCVs and LCPs, to run up on the beach and pour vehicles and men down their ramps. They turned out LCMs and LCTs to haul mechanized equipment and tanks.

The Nazis and the Japs, who know what allied landing craft and their well-armed passengers have done in Italy, Attu, Rendova, and Bougainville, can read what the future holds for them in the recent announcement by the Navy that it has called off construction of 500 ships of defensive types to make room for the construction of hundreds or more landing craft for amphibious operations throughout the world.

Conn compass and binnacle workers may well thrill at the thought that the products they make are used on these landing craft in all the far-flung spots on the globe where our invading forces are in action. As stated in the letter from the Navy Department, reproduced on these pages, Conn compasses are used in all types of small landing craft and Conn compasses and binnacles are used in the larger landing ships.

It's full speed ahead in the production of all types of landing craft, so let's keep it **full speed ahead on compass and binnacle production!**

TYPES OF U. S. LANDING CRAFT

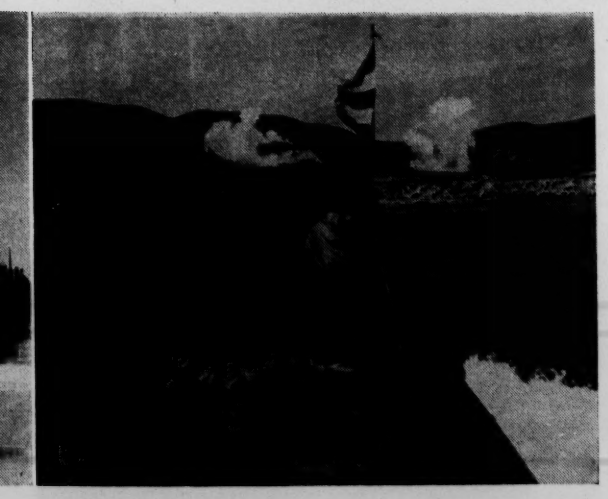
LCP Landing Craft, Personnel. For landing troops. 36 ft. long. Equipped with machine guns.

LVT Landing Vehicle Tracked. Amphibious tractor at home on land or water. Called the "Alligator".

LCV Landing Craft, Vehicle. Used for landing troops and light vehicles. 36 ft. long.

LCS Landing Craft Support. Leads invasion to lay smoke screens and fire rocket shells at enemy.

nber down the side of into the Coast Guard- barges waiting to re somewhere in the fic.

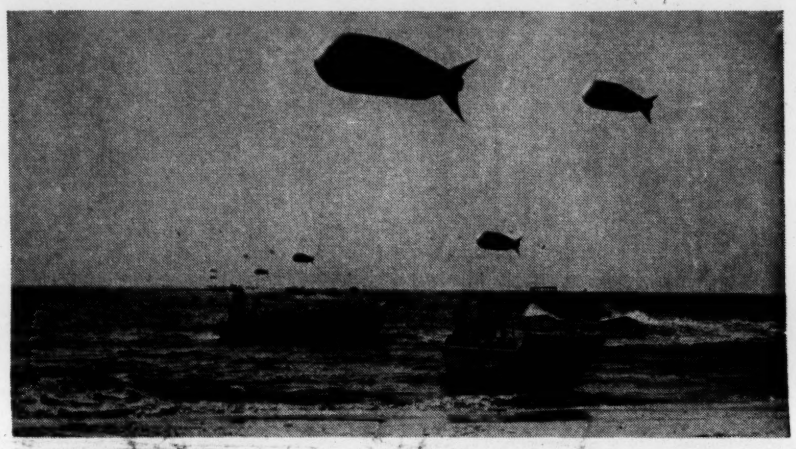


ABOVE — Actual photo of landing of American troops in Italian invision. Note M. P. in foreground instinctively ducking from blast of a German 88 mm. gun shell. (U. S. Signal Corps photo)

★

LEFT — Troops in an LCVP prepare for practice landing on beach near Argew, Algeria, N. Africa, under fire of live ammunition. (U. S. Signal Corps photo)

Infantry practice landing operations from an LCI (Landing Craft, Infantry) at Port Aux Poules, Algeria, N. Africa. (U. S. Signal Corps photo)



Practice landing operations in LCV's (Landing Craft, Vehicle) used for landing troops and light vehicles. Note barrage balloon protection. (U. S. Signal Corps photo)

Landing equipment and supplies from an LST at the beach at Bougainville. At right is an LVT (Landing Vehicle Tracked), known as the "Alligator" or "Water Buffalo" which is at home on land or in the water. (U. S. Marine Corps photo)

Landing craft—LCVP (Landing Craft, Vehicle, Personnel) and LCM (Landing Craft Mechanized) pouring soldiers and their equipment onto the beach at Massacre Bay, Attu, Aleutian Islands. (Navy photo from OWI)

Purchasing Department Has Vital Role in Our War Effort

On the shoulders of the purchasing department rests the tremendous responsibility of seeing that tools, supplies and parts are here at the right time and in the right quantities so that production of vitally needed war materials will be uninterrupted.

It's a job which calls for good teamwork from every member of the department, from purchasing agent, C. W. "Charlie" Silver down to the stenographer who checks the final invoice.

First of all, when a requisition for tools or materials is received by the purchasing department one of the buyers must see that the order is properly placed, then another member checks up on the priority requirements, the expediting and follow-up division gets busy to see that there's no delay along the line, the statistical division must see to it that the order is properly recorded, and finally when the merchandise is received, the invoice must be checked to assure that it is correct.

Purchasing agent C. W. Silver and his three assistant P.A.'s—L. J. Munzenmaier, chief expediter; David F. Boyer, in charge of priorities division; D. C. Albin, in charge of purchasing of tools and supplies.

Here's an example of how the purchasing department "team" works: The P.A. was in another city during negotiations on a new contract. As soon as the contract was signed, he phoned the office giving instructions, data and specifications on the job. Working at top speed his "team" had orders for tools, materials and parts made out and in the mail before midnight of the same day. Then the buyers and expediters got to work by phone, auto, train and plane to speed things along. When the complete specifications, blueprints, etc., were received by mail a week later, the tools and stock were on hand to get the job started at once.

While this is a somewhat exceptional case, it shows that like every other department in the plant, the purchasing department is running at top speed to hasten the day of Victory. They'll get the tools and materials here—it's up to the rest of us to fashion them into war materials and get them out to our fighting men at the front.

Expediting and Follow-Up Division: Standing, Orval Allen Chas. S. Shue, Phyllis Leslie. Seated, Bobby Gray and Nan Peterson. A third expediter, Wayland Spears, was out of town when this photo was taken and has been on the go so much our cameraman hasn't been able to catch up with him for a picture.

Keeping the multi-copy purchasing orders going out of the office is the job of Donnabelle Huffman. As high as 400 orders have been made up and mailed out in one day. Seventeen copies are made of each order, so you can see that was a good day's work!

The feminine part of the purchasing "team": Left to right, front row, Gloria Leipzig, Phyllis O'Brien, Joan Duncan. Second row, Marian Copsey, Helen Kennedy, Maxine Eppers. Third row, Violet Stenberg (in charge of purchasing stock items of supplies), Mary Sierzan, Pauline Cook.

CONN E.A.A. DANCE

Athenian Ballroom—Hotel Elkhart

Saturday, Jan. 22—9:30 to 12.30

Music by Bobby Wear and his 11-Piece Orchestra

* * * * *

ROLLER SKATING PARTIES

7:30 p. m. Jan. 24 and Jan. 26 for Day Shift

11:00 p. m. Sat., Jan. 29 for Night Shift

Tyler Roller Rink

WATCH THE BULLETIN BOARDS FOR FURTHER ANNOUNCEMENTS

CONN BOWLING STANDINGS

At the end of the first half of the bowling season the Assemblers and Inspectors were tied for first place with 28 games won against 14 lost. To complicate matters further, the next two teams were also tied with a record of 24 won and 18 lost. Here are the official standings:

Team	Won	Lost
Assemblers	28	14
Inspectors	28	14
Moulders	24	18
Cost	24	18
Engineers	21	21
Sales	17	25
Millwrights	14	28
Production	13	29

Our photographer happened along as Bernice Bloss, standing, and Anna Brown of dept. 160, gyro inspection, added finishing touches to the Christmas tree in their department. He should have waited until the following morning, for then the tree was flanked by mounds of presents as well as popcorn balls, home made candy and cookies.

LEFT — Walter Whitmyer, formerly of dept. 96, is now one of Uncle Sam's bluejackets. Entered service Oct. 29.

RIGHT — Floyd Morgan, formerly of dept. 30, was recently transferred to the paratroopers and is now in training at Fort Benning, Ga.

LEFT — A recent visitor to say hello to his Conn buddies was Bob Irelan, formerly of dept. 57, now in training at Great Lakes.

IN THE SERVICE OF OUR COUNTRY

LETTERS FROM THE BOYS IN SERVICE

WITH THE YANKS IN ENGLAND

In a recent letter from **Cpl. LaMar W. Garber,** formerly of dept. 4, he says that "conditions in England are like the newspapers explain them back home. The eats are better over here but most merchandise is rationed at the canteens. For instance, we are allowed only 7 packs of cigarettes a week (at a cost of 5c per pack), 2 candy bars and one package of gum."

Well, we can do better than that for cigarettes, LaMar, though you have us beaten in price, but you're 'way ahead of us on candy bars and gum. A package of gum a month is about our average.

KEEP UP PRODUCTION

Sgt. Paul E. Stoner, formerly of dept. 8, now with the Marines somewhere in the Pacific war area, send congratulations on winning the Army-Navy "E" award.

"The kind of production that you are putting out," he writes, "helps us out that much more. Too many people in the States do not fully realize the importance of keeping production right up to the top. We who are in action can really appreciate the swell work being done by the loyal workers on the home front. Keep it up and we'll get this job done that much sooner!"

Conn Honor Roll To Have More Names Added

Thirteen more Conn employees became members of Uncle Sam's armed forces during the months of November and December. Betty Ann Menyhart, dept. 160, and Maggie Belle Gunther, dept. 103, are now in training with the WAVES at Hunter College, N. Y. Also wearing the Navy blue are Walter Whitmyer, dept. 96, and Floyd Miller, dept. 40. Walter Zittlaw, dept. 40, is now in the Merchant Marine. We're not positive as to the branch of service of the other 8, who are Joseph Geil, dept. 40; Earl Bloomingale, dept. 96; Marion Fuller, dept. 19; Francis Landon, dept. 58; Robert Weaver, dept. 19; George Bowers, dept. 105; Louis Berger, dept. 102; Paul Pletcher, dept. 2.

RIGHT — Victor J. Tarnecy, formerly of dept. 7, entered service Oct. 12 and now has a rating of fireman second class. He is stationed at Great Lakes.

WAVE GETS PROMOTION

First Conn employee to enlist in the WAVES, Marjorie E. Hagerty, formerly cost clerk in gyro dept., recently completed a 10-week course in Link training at the Atlanta, Ga., naval air station, and was advanced to specialist technician third-class and assigned to the naval air station at Corpus Christi, Texas.

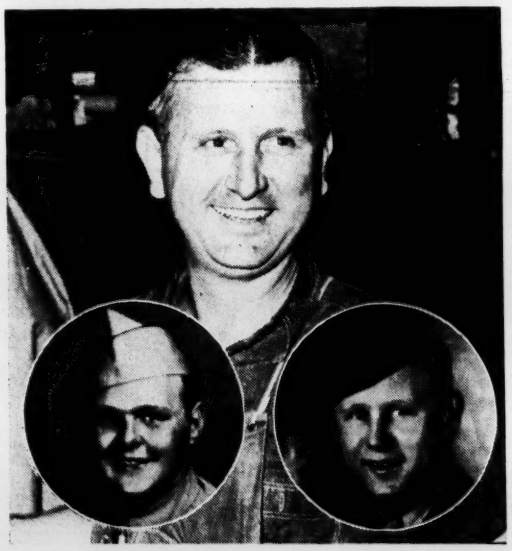
THANKS FROM THE YANKS

Again this year, Christmas bonus money orders were sent to all Conn employees in the service along with a personal letter from executive vice-president Alfred L. Smith, in which he extended holiday greetings from their Conn buddies and promised continued maximum production of war materials.

According to the many "thank you" letters already received, the extra cash at Christmas time was greatly appreciated by the men and women in the service.

Space will not permit quoting from the letters received, but we're glad to know that the cash came in handy. Here's hoping you'll all be back in the Conn family for Christmas 1944.

CONN FATHERS AND SONS



Two good reasons why Herm Bleiler, dept. 2A, is at his machine every day turning out parts for Conn war products are his two sons in the service. Frank, left, is at Camp Hood, Texas, in a tank destroyer outfit, while Dick, right, formerly employed in dept. 2, is a sergeant in the Air Force at Colorado Springs, Colo.

A drummer who used to help make drums at the Leedy plant but now is doing a little drumming—but more drilling and studying—Tom Butler, son of Harry Butler, asst. foreman dept. 97. Tom is one of the naval V-12's stationed at the University of Notre Dame.

THE YOUNG DEAD SOLDIERS DO NOT SPEAK

Nevertheless they are heard in the still houses; who has not heard them?

They have a silence that speaks for them at night and when the clock counts

They say, We were young. We have died. Remember us.

They say, We have done what we could but until it is finished it is not done.

They say, We have given our lives but until it is finished no one can know what our lives gave.

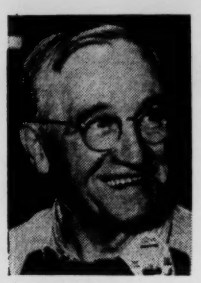
They say, Our deaths are not ours: they are yours: they will mean what you make them.

They say, Whether our lives and our deaths were for peace and a new hope or for nothing we cannot say; it is you who must say this.

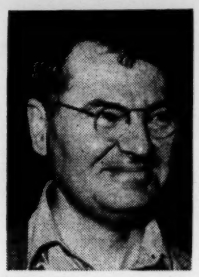
They say, We leave you our deaths. Give them their meaning. Give them an end to the war and a true peace. Give them a victory that ends the war and a peace afterwards. Give them their meaning.

We were young, they say. We have died. Remember us.

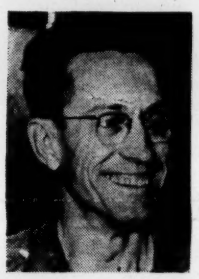
Dedicated to Corp. John R. Lantz, USMC, who gave his life for his country. His sister, Annabelle Lantz, blueprint room, received notification of his death from the navy department two days before Christmas.



PAUL HARDY, Sr.



ARTHUR WILTROUT



FERMAN PERKINS

Smiling at each other are the six Conn Birthday celebrants for January—each of whom has a service record of 20 years or more.

Heading the list is Paul C. Hardy, Sr., who became a member of the Conn family on Jan. 10, 1909, and after 35 years is still on the job every day in dept. 45.

A 28-year veteran is Marie Sanders who started in the case dept. on Jan. 11, 1916, and is now burring gyro parts in dept. 2B.

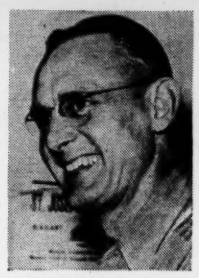
Arthur Wiltrout is using his experience in soldering gained in dept. 45, where he started on Jan. 29, 1919, to solder compasses in dept. 97.

On Jan. 5, 1920, Frank Palmer came to Conn and made cornet and trumpet pistons in dept. 43. Now his experience and skill is utilized in precision grinding of gyro parts in dept. 2G.

One of the expert case makers in dept. 68, where she started on Jan. 26, 1923, Elsie Hartman is now in dept. 103, gyro main assembly.

The final member of our veteran sextet is Ferman Perkins who started with Leedy on Jan. 4, 1923, and is still at it, assembling drums and other percussion instruments.

MARIE SANDERS



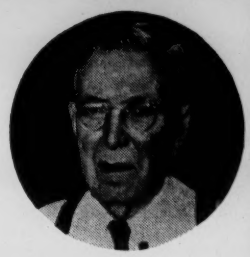
FRANK PALMER

ELSIE HARTMAN

P. F. "JAKE" BURKLE

Dean of American Band Instrument Craftsmen

Sept. 17, 1858—Dec. 15, 1943



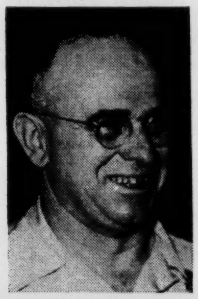
The Conn family lost one of its oldest and best-loved members and the band instrument industry lost an outstanding craftsman in the death of P. J. "Jake" Burkle last month.

Jake had been with Conn over 67 years, starting in the first Conn factory on Aug. 22, 1876. His first job was grinding valves and he had the distinction of assembling the valves on the No. 1 cornet produced at the factory. During his lengthy Conn career he became foreman, then factory superintendent, and in recent years was designing engineer in the Conn Research Laboratory.

Practically all Conn cup mouthpiece instruments bear the stamp of his ability as a designer and craftsman, and in 1934 Conn paid tribute to his genius by naming the Burkle model trombone in his honor. This is the only instrument ever named for a Conn employee.

We'll miss Jake around here. We'll miss his friendly smile, his cheery greeting. But his memory will live on in our hearts. May he rest in peace.

MEET THE NEW FOREMEN



BILL MOSIER
Night foreman 2M and 2L.

CHARLES SANDS
Night General Foreman.

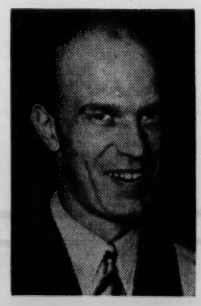
Formerly day foreman of dept. 2M, Charlie Sands is now general foreman of the night shift, replacing Ceacil Baker. Everett Lesher, formerly in charge of dept. 2M night shift was transferred to the day shift, and Bill Mosier, night foreman of dept. 2L took on the added duties of foreman of dept. 2M.

Theron "Ted" Wilson was transferred from the time and motion study dept. to foremanship of dept. 116, drum division.

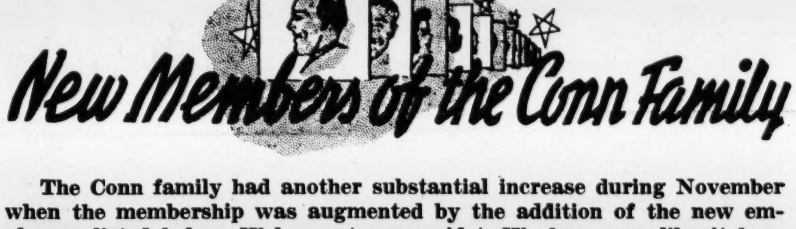
The final change of the month involved Allen Mast, who was made an assistant foreman in dept. 45A.

EVERETT LESHER
Foreman 2M.

ALLEN MAST
Asst. Foreman 45A.



TED WILSON
Foreman Drum Division.



The Conn family had another substantial increase during November when the membership was augmented by the addition of the new employees listed below. Welcome to our midst. We hope you like it here and that your stay with us will be long and pleasant.

NAME	DEPT.
Devon Null	55
Mildred Orsborn	97
Artella Lynch	160C
Viola Serafino	32
Leo Wright	57
Lennie Rockwell	97
Irene Bohr	48-96
Loren Russell	68
Wilma West	97
Virginia Edsall	51
Mary DelPrete	96
Cleo Rush	97
John Rody	40
William Weldy	97
Emma Beezley	97
Albert Hindes	40
Edna Shock	97
Edna Malitzke	24
Harriet Hoffer	30
Rose McLain	57-45A
Ruth Eberhart	97
Bellah Grant	32
Chester Cathcart	40
William Weldy	97
Robert Neibert	30
Florence Coleman	86
Orville DeGraff	9
Wava Steffen	97
Richard Jerue	97
Maye E. Draggoo	97
Carl Long	57
Julia Comadoll	160C
Maynard R. Misner	8
Mark Reed	39
John White	57
Mary Hill	97
Helen S. Scurry	96
Forrest Yoder	120
Joan Bakelaar	Cafe.
Madeline Warren	8
Maurice Neibert	57
Samuel Bowman	57
Betty Jean Foster	25
Everett Mathews	40
Mary Welker	51
Mary Lou Replogle	2
Robert Reafsnyder	72
Eloise Kimes	45A
Ray Moore	96
Dorothy Culver	110
Mary Farish	2
Johnny Trovatore	40
Madge Newcomb	48-45A
Dorothy Thie	48-96
Geraldine Winer	Cafe.
Robert Barker	57
Clyde Nice	68
Wallace Sigmund	97
Keith Sinton	96
Norma Cress	97
Stella Struble	51
Russell Denman, Jr.	55
Hilda Bevington	101
Glendora Brallier	160C
Selena Gordon	51
Helen Wolfe	97
Carol Werker	101
Harvey Miller	58
Ralph E. Artley	48
John Stephenson	8
Melvin Pletcher	40
Arthur Rowe	68
Elizabeth Pletcher	97
John W. Marker	2D
Victor Kidder	39
William Moftzger	57
Frieda Hine	97
John Darnell	32
Gene Donat	101
August Peterson	68
Drana Brunez	97
Roger Harris	97
Leonard S. Schmitendorff	2B
Martha Bender	105
Anna Rose White	Cafe.
Lois Siebert	26
Miriam J. Grant	57
Wilbur Whittington	57
Kenneth R. Hawk	8
Chancy O. Wogomon	116
Norman Maxon	8
Leander Bartmess	97
Wm. F. Lane	120
William Nelson	26
Alyce Work	23
Fred Books	110
Herbert Mansfield	97
Leo Couch	96
Howard Collins	9
Barney Jensen	97
Mary Ponka	48-96
Marie Cooper	Cafe.
Kenneth Ulery	40
Robert Doan	40
George Wade	58
Elizabeth Fergison	48-45A
Pauline Cook	23
Verne Oswalt	57
Raymond Shanholt	96
Mervel Blakesley	110
Mary Crowder	32
Mable Stines	97
Hattie Aurenz	51
Lowell Richer	30
Norma Eash	32
Clyde Fuzzell	40
Josephine Teeter	55
Alta Hile	97
Bea Davis	32
Charles Deitch	96
Theresa Russo	103
Dessie Mohr	24
Dorothy Landwehr	48-45A
Charles Traster	96
Ernest Franklin	2A
Elizabeth Larner	25
Mildred Bradly	40
Marilou Wolf	84
Lloyd Cornwall	96
Amy Peffly	Cafe.
Richard Wilsey	97
Jay Eller	58
Eula Mae Ashford	97
Orpah W. Shreiner	48-45A
Oscar E. Dove	116
Gladys Achberger	8
Lucille Siebert	26
Dorothy Edquist	101
Dorothy Welker	97
Mart Goldie	40
Marvin Landis	116
Howard Robinson	57
Floyd Sargent	30
Robt. Zong	97
Gerald Cress	32
Phyllis Leighton	25
Lois De Graff	51
Robert Sacro	26
Floyd Laurer	40
Alma Frame	1st Aid
Vincent Lambo	95
Mary Farish	2
June Hepler	Cafe.
Ruth Uhls	45A
David Grise	40

PUBLISHED FOR AND BY EMPLOYEES OF C. G. CONN, LTD.

VOL. 3, NO. 3

MARCH, 1944

How Many Remember This Old Conn Factory?

Sometime in the early 70's, the two-story wooden building in the center of the above picture was the home of Conn band instruments. It was located just off Jackson on the alley between Main and Second streets. The building in the foreground (with the sign Fulton's Fish Market) is where the postoffice is now situated. At the time this picture was taken (probably from the balcony of the Bucklen Hotel), the postoffice was in the building at the upper left of the picture. Martin's Feed Store is now in this building.

According to "Doc" Stenberg who supplied this picture, C. G. Conn's office and the plating department were in the postoffice building, which also housed the Elkhart Evening Review publishing office.

"Doc" is of the opinion that this picture was taken about 1870. We have always assumed that C. G. Conn started making band instruments in 1875, but possibly this picture may prove us in error. Can any oldtimer assist us in this with any further information?

RECEIVES PURPLE HEART MEDAL

★

Mrs. Ethel Powers, inspector in dept. 96, sadly but proudly looks at the Purple Heart Medal sent to her by the Secretary of the Navy for her son, Joseph O'Neil Powers, who enlisted in the Navy on June 21, 1939, and was a victim of the treacherous Jap attack on Pearl Harbor, Dec. 7, 1941.

★

Heading the list of men from St. Joseph county, Michigan, who have given their lives in World War II, is the name of Joseph O'Neil Powers, storekeeper 3/c, U. S. S. Helena, who was killed during the Jap attack on Pearl Harbor.

Recently, his mother, Ethel Powers, received the Purple Heart Medal from the Secretary of the Navy. This medal, which is America's oldest military decoration, was first authorized by General George Washington in 1782, and since 1932 has been awarded to American service men wounded in action, or posthumously to the next of kin, if such wounds result fatally.

Mrs. Powers inspects the silver plating we do on airplane engine bearings in dept. 96, and she says, "I only hope I can help inspect the bearings which go into the plane that kills the last Jap."

We know all other Conn workers echo this hope—and may its day of fulfillment be soon!

INVASION STORY DRAMATICALLY PORTRAYED IN SPECIAL DISPLAY

If you should happen to be in the vicinity of the compass department at any time, take a moment to see the new display which was recently installed there.

It pictorially shows the various stages of an invasion—the initial loading of transports and landing ships with men, equipment and supplies; the troops clambering down the sides of the ships into the landing craft; actual photos of the invasion of Italy, Attu, Bougainville, Rendova Island and other Southwest Pacific Jap strongholds; and the aftermath of the invasion when the wounded are carried onto the landing craft to be transported to the hospital ships.

In the lower row of pictures are shown the various types of compasses and binnacles made by Conn which are used on U. S. landing ships and smaller craft. A list of all types of U. S. landing craft is also included in the display, with explanation of the part each plays in an invasion.

Some day a mighty invasion armada will be launched against the Nazi European fortress. Conn compasses will be there guiding our fighting men safely to their appointed objective. So let's keep up our production of perfect compasses and binnacles. They're vitally needed for VICTORY!

INSIDE PAGE.

The AMERI-CONN

PUBLISHED FOR AND BY EMPLOYEES OF C. G. CONN, LTD.
ELKHART, INDIANA

Vol. 3, No. 3 March, 1944

FRANK CROWLEY, Editor

Editorial Board
E. C. CORTAS FLOYD MARTIN
H. W. SCHWARTZ

Cafeteria Completes First Year of Operation; Serves Hundreds Daily

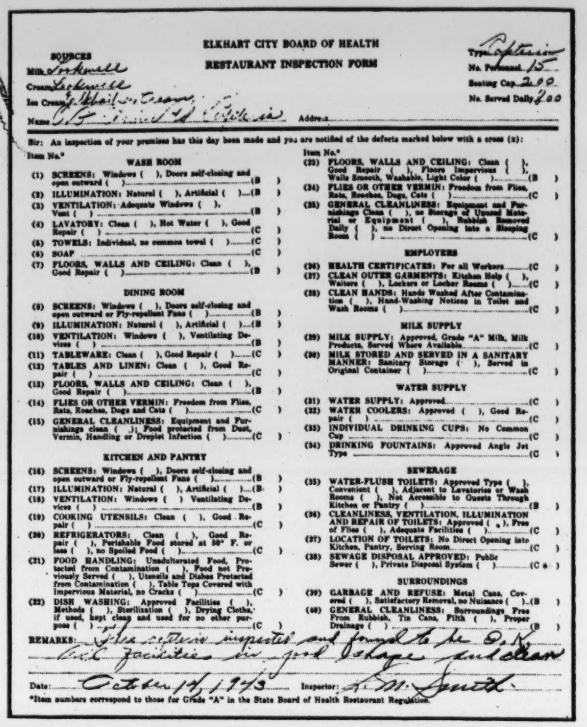
On Feb. 28, 1943 the "Open for business" sign was hung up outside the completely remodeled, redecorated and equipped Conn cafeteria. A record-breaking opening day crowd of hungry workers practically cleaned up every last crumb of food—and most of them have been regular patrons ever since.

During the past year, cafeteria manager Mrs. Anne Yoder and her corps of capable assistants have done a herculean job of satisfying the hunger of both day and night shift workers, giving well balanced, nutritious meals despite the many trials and tribulations of food rationing.

Only the best quality meats are bought for the cafeteria and they are kept under proper refrigeration until used. In refrigerators also are stocks of fresh vegetables, fruits and other foods to give war workers the vitamins they need to keep fit.

Every precaution is taken to safeguard cafeteria patrons. The drinking water and milk are checked regularly for bacteria count. All cafeteria workers have to pass a special "food handlers" examination by a physician. The cafeteria is inspected regularly, from stem to stern, by state and city health officers, and first aid nurse, Mrs. Koehler, makes a thorough checkup almost every day.

All of us need to "Eat to keep fit," and a nourishing, well balanced meal at the Conn cafeteria will perk up your efficiency and production of vitally needed war products. **Why don't you try this tomorrow?**



ELKHART CITY BOARD OF HEALTH
RESTAURANT INSPECTION FORM

Type Cafeteria
No. Personnel 15
Seating Cap. 200
No. Served Daily 700

SOURCES
Milk Lockwell
Cream Lockwell
Ice Cream Whitcomb Cream

Name C. G. Conn Ltd Cafeteria Address

Re: An inspection of your premises has this day been made and you are notified of the defects marked below with a cross (x):

Item No.*		
	WASH ROOM	
(1)	SCREENS: Windows ( ), Doors self-closing and open outward ( )	(B)
(2)	ILLUMINATION: Natural ( ), Artificial ( )	(B)
(3)	VENTILATION: Adequate Windows ( ), Vent ( )	(B)
(4)	LAVATORY: Clean ( ), Hot Water ( ), Good Repair ( )	(C)
(5)	TOWELS: Individual, no common towel ( )	(C)
(6)	SOAP	(C)
(7)	FLOORS, WALLS AND CEILING: Clean ( ), Good Repair ( )	(B)
	DINING ROOM	
(8)	SCREENS: Windows ( ), Doors self-closing and open outward or Fly-repellent Fans ( )	(B)
(9)	ILLUMINATION: Natural ( ), Artificial ( )	(B)
(10)	VENTILATION: Windows ( ), Ventilating Devices ( )	(B)
(11)	TABLEWARE: Clean ( ), Good Repair ( )	(C)
(12)	TABLES AND LINEN: Clean ( ), Good Repair ( )	(C)
(13)	FLOORS, WALLS AND CEILING: Clean ( ), Good Repair ( )	(B)
(14)	FLIES OR OTHER VERMIN: Freedom from Flies, Rats, Roaches, Dogs and Cats ( )	(C)
(15)	GENERAL CLEANLINESS: Equipment and Furnishings clean ( ); Food protected from Dust, Vermin, Handling or Droplet Infection ( )	(C)
	KITCHEN AND PANTRY	
(16)	SCREENS: Windows ( ), Doors self-closing and open outward or Fly-repellent Fans ( )	(B)
(17)	ILLUMINATION: Natural ( ), Artificial ( )	(B)
(18)	VENTILATION: Windows ( ) Ventilating Devices ( )	(B)
(19)	COOKING UTENSILS: Clean ( ), Good Repair ( )	(C)
(20)	REFRIGERATORS: Clean ( ), Good Repair ( ), Perishable Food stored at 50° F. or less ( ), no Spoiled Food ( )	(C)
(21)	FOOD HANDLING: Unadulterated Food, Protected from Contamination ( ), Food not Previously Served ( ), Utensils and Dishes Protected from Contamination ( ), Table Tops Covered with impervious Material, no Cracks ( )	(C)
(22)	DISH WASHING: Approved Facilities ( ), Methods ( ), Sterilization ( ), Drying Cloths, if used, kept clean and used for no other purpose ( )	(C)
(23)	FLOORS, WALLS AND CEILING: Clean ( ), Good Repair ( ), Floors Impervious ( ), Walls Smooth, Washable, Light Color ( )	(B)
(24)	FLIES OR OTHER VERMIN: Freedom from Flies, Rats, Roaches, Dogs, Cats ( )	(C)
(25)	GENERAL CLEANLINESS: Equipment and Furnishings Clean ( ), no Storage of Unused Material or Equipment ( ), Rubbish Removed Daily ( ), no Direct Opening into a Sleeping Room ( )	(C)
	EMPLOYEES	
(26)	HEALTH CERTIFICATES: For all Workers	(C)
(27)	CLEAN OUTER GARMENTS: Kitchen Help ( ), Waiters ( ), Lockers or Locker Rooms ( )	(C)
(28)	CLEAN HANDS: Hands Washed After Contamination ( ), Hand-Washing Notices in Toilet and Wash Rooms ( )	(C)
	MILK SUPPLY	
(29)	MILK SUPPLY: Approved, Grade "A" Milk, Milk Products, Served Where Available	(C)
(30)	MILK STORED AND SERVED IN A SANITARY MANNER: Sanitary Storage ( ), Served in Original Container ( )	(C)
	WATER SUPPLY	
(31)	WATER SUPPLY: Approved	(C)
(32)	WATER COOLERS: Approved ( ), Good Repair ( )	(C)
(33)	INDIVIDUAL DRINKING CUPS: No Common Cup	(C)
(34)	DRINKING FOUNTAINS: Approved Angle Jet Type	(C)
	SEWERAGE	
(35)	WATER-FLUSH TOILETS: Approved Type ( ), Convenient ( ), Adjacent to Lavatories or Wash Rooms ( ), Not Accessible to Guests Through Kitchen or Pantry ( )	(B)
(36)	CLEANLINESS, VENTILATION, ILLUMINATION AND REPAIR OF TOILETS: Approved ( ), Free of Flies ( ), Adequate Facilities ( )	(C)
(37)	LOCATION OF TOILETS: No Direct Opening into Kitchen, Pantry, Serving Room	(C)
(38)	SEWAGE DISPOSAL APPROVED: Public Sewer ( ), Private Disposal System ( )	(C)
	SURROUNDINGS	
(39)	GARBAGE AND REFUSE: Metal Cans, Covered ( ), Satisfactorily Removed, no Nuisance ( )	(B)
(40)	GENERAL CLEANLINESS: Surroundings Free From Rubbish, Tin Cans, Filth ( ), Proper Drainage ( )	(B)

REMARKS: Ice & cistern inspected and found to be O.K. Lockers, facilities in good shape and clean

Date: October 14, 1943 Inspector: L. M. Smith

*Item numbers correspond to those for Grade "A" in the State Board of Health Restaurant Regulations.

"This cafeteria inspected and found to be OK. All facilities in good shape and clean," reads comments by City Board of Health inspector L. M. Smith, on this certificate displayed in the Conn cafeteria.

SOLDIERS SORRY FOR CIVILIANS

It isn't the intention of your editor to do any preaching in these columns—but the following letter, which we understand is being circulated by our men in service, warrants space anywhere. The next time any of us are tempted to do a little "beefing" about home-front conditions, let's think twice.

"Dear Family:

"It's nice to hear from you after such a long period of time, but it is unpleasant to learn of your changed condition of living, which I can readily understand from the change of my own conditions.

"It is too bad you are limited in the use of your automobile. I know how it is to walk through miles and miles of swamp and jungle. So I understand.

"It is too bad that you are limited in your choice of food. I have experienced this too, except that there is no choice here. So I understand.

"It's too bad that Willie has to work so many hours a day at the defense plant. I have to work night as well as day at our defense plant. So I understand.

"It's too bad Willie has such little time for amusement. I am deprived of amusements, too. So I understand.

"It is too bad that you have to wait in the rain for transportation. I have to wait in the rain on post and my transportation and destination are uncertain, too. So I understand.

"It is too bad that you get paid so little for working so hard. I only get a fraction of your pay. So I understand.

"Winning this war is hard on all of us. You work long hours and so do I. So I understand.

"But during those hours I get shot at. **Do you understand?"**

More Roller Skating Parties Planned For Employees in March

Evidently most of the Conn roller skating enthusiasts managed to survive the parties in January without too many aches and pains, for there has been a continual clamor for more parties ever since . . . So here's the news you've been waiting for:

Another series of parties will be held at Tyler Roller Rink starting at 7:30, Thursday night, March 16, for day shift employees. The following Saturday, March 18, night shift workers will take over the rink at 11 o'clock until??

The next week, two more parties will be held for day shift workers—Monday, March 20, and Thursday, March 23. Due to the crowds at the two January parties it was thought advisable to rent the rink for three nights this time in order to accommodate all the day shift employees.

Admission to the roller skating parties will be limited to Conn E. A. A. members and their partners. Each Conn E. A. A. member is entitled to only two tickets and these must be for the **same night.** Tickets for capacity only will be issued for each night, so decide now which night you wish to attend and notify your department representative to secure tickets for you.

It's going to be a case of first come—first served—so don't wait until the last minute. You may find the tickets all gone. Incidentally, you MUST show your membership card in addition to having tickets to get into the skating parties. This is to prevent any outsiders from getting in. Don't expect the ticket-taker to know who you are—HAVE YOUR MEMBERSHIP CARD WITH YOU!

SWING YOUR PARTNERS AT THE CONN BARN DANCE TO BE HELD MARCH 25

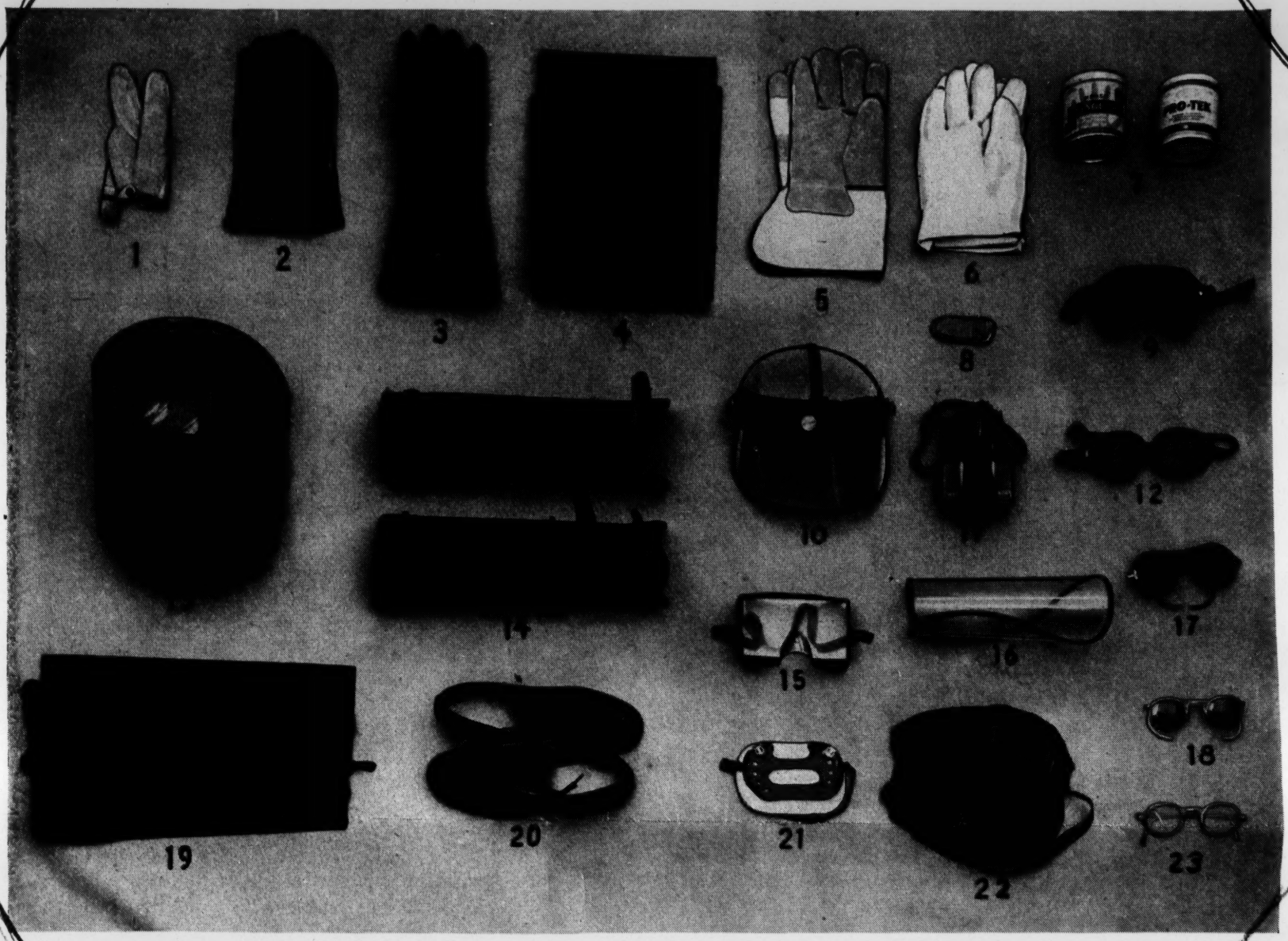
There'll be doe-see-doing and promenading in the Athenian Ballroom of Hotel Elkhart the night of March 25, for that's the date of the Conn E. A. A. Barn Bance.

From 9 to 12, Guy Colby, popular WLS caller of square dances, with a unit of the famous WLS National Barn Dance Band will dispense music and entertainment. There will be "round" dances, too, for the younger folks (though the oldsters can also join in if they're not too winded!).

It's going to be fun for everybody! Even if you don't know the first thing about square dances you'll soon learn under the expert instruction of Guy Colby. He has taught thousands of square dancers and you'll soon be joining in every dance.

Caller at the Conn E. A. A. Barn Dance will be Guy Colby, noted square dance teacher and caller, who since 1936 has been featured on the National Barn Dance over WLS every Saturday night.

Part of the unit of the famous WLS National Barn Dance Band which will play for the Conn E. A. A. Barn Dance. They can dispense hot swing music, too.



EQUIPMENT AND SUPPLIES AVAILABLE FOR CONN WORKERS IN SAFETY ROOM

"An ounce of prevention is worth a pound of cure," reads the old adage, and it might well be the motto of the Safety Room, where a complete array of safety equipment is available to Conn workers to help PREVENT accidents and injuries. The First Aid room takes care of the "cure"—while the Safety Room takes care of the "prevention."

To acquaint Conn employees with the different articles of safety equipment, we present the above photograph showing most of the items available for their use. Here's what they are and where or how they are used:

1—Thumb and two-finger leather guard for bakelite moulding.

2—Neoprene gloves for compass filling room.

3—Rubber gloves for plating operations.

4—Neoprene apron for compass filling room. Different type aprons are also available for other departments.

5—Leather palm gauntlet gloves for use in the foundry.

6—Canvas gloves for general use.

7—Protective creams for hands and arms. Used to prevent skin irritations caused by Varsol, various cutting oils and other causes.

8—Leather finger guard used in various assembly and burring operations.

9—Plastic eye shield with dark glass, used over corrective glasses for soldering operations.

10—Face shield. Carried in different visor lengths. Used on jobs where protection to face and eyes is necessary.

11—Dust respirator. Used on work where bad dust condition exists; also used by workers doing paint spraying.

12—General purpose safety goggles.

13—Welder's shield.

14—Leg guards used when pouring hot metal.

15—Clear plastic eye shield. Used with or without glasses where complete eye protection is necessary.

16—Adjustable plastic sleeve. Used by workers on drill press operations where flying chips may injure arms.

17—Dark glasses for heavy soldering operations.

18—Dark glasses for light soldering operations.

19—Rubber sleeves for plating operations.

20—Safety shoes. Available in two styles for women and in several styles for men.

21—Face mask. Used for protection against fumes and dust. Also worn by workers doing paint spraying.

22—Head covering for women workers in gyro department. Also worn by women working on any moving machinery.

23—Clear acetate frame safety glasses which should be worn wherever an eye hazard exists.

See anyone in the Safety Room for further information about any of the safety equipment available for your work, or ask your supervisor. Remember the "ounce of prevention"! Accidents aid the Axis! Prevent accidents by using proper safety equipment.

DID YOU EVER

Try to tie your shoe laces with one arm out of commission?
Try to see straight and clearly after an eye injury?
Try to sleep with an infected hand as a bed fellow?
Try to lift a heavy object with a sprained back?
Try to walk any distance with an injured foot?
Try to button your shirt with burned fingers?
Try to eat a meal with a fractured jaw?
Try to ride in a car with a stiff knee?

THEN YOU KNOW WHY SAFETY PAYS!

DO YOU KNOW THEIR ADDRESSES?

We do not have up-to-date addresses of several Conn employees now in the service. Possibly some of our readers either know the addresses, or know where they can be secured. We'd like to have our mailing list correct so all employees now in the service can receive issues of The Ameri-Conn regularly. If you know the addresses of any of the following, please send them to The Ameri-Conn office.

	Dept.
Oscar J. Decker	39
Harold E. Gerring	55
Robert W. Heinz	96
Horace D. Hetzel	P.A. Office
Junior W. Higgins	45
H. K. Holdeman	21
Richard W. Lantz	40
Emma Jean Lund	95
Richard L. Mayer	40
Harold E. McKinley	55
James Peterson	97
Paul Pletcher	2
Curtis H. Welsh	68
Howard F. Burwell	Leedy

ACCIDENT REPORT FOR YEAR 1943

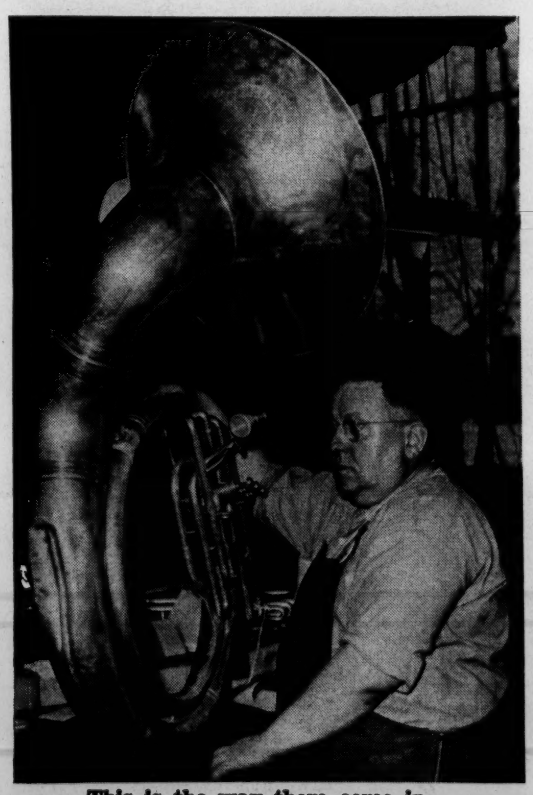
TOTAL FIGURES

Month	No. of Employees	Accidents	Medical (Non-Industrial)	Redressings	Total	Sent to Doctor	Lost Time Accident
January	1001	185	289	155	629	15	2
February	1143	270	412	130	812	18	6
March	1209	520	572	240	1332	15	4
April	1268	468	481	265	1214	17	7
May	1383	525	489	258	1272	11	4
June	1471	692	462	622	1776	20	6
July	1551	650	578	532	1760	27	6
August	1629	720	635	619	1974	11	4
September	1744	782	770	703	2255	10	5
October	1808	726	732	572	2030	20	4
November	1814	724	760	622	2106	16	6
December	1814	618	1307	520	2434	11	5
Total	6880	7481		5238	19594	191	59

Figures Below Involve Only Employees Here 3 Months or Less and Those Under 18 Years of Age.

Month	Employed 3 mos. or less Sent to Doctor	Under 18 yrs. of age Sent to Doctor	Lost time accident
January	4	0	1
February	8	1	5
March	4	0	0
April	10	2	5
May	6	2	3
June	11	3	5
July	12	5	5
August	4	1	1
September	10	2	4
October	11	1	3
November	9	2	3
December	3	1	1
Total	92	20	36

Note: The above figures point out two important facts: (1) 36 out of total of 59 lost time accidents involved only people under 18 and people employed less than 3 mos. (2) 92 out of 191 cases sent to a doctor were people employed less than 3 mos., and includes those under 18 yrs. of age.



This is the way them come in . . .

REPAIR DEPARTMENT KEEPS 'EM TOOTING

Down at the south end of plant 1 is a sort of condensed band instrument factory. Not that NEW instruments are made there—but old, battered-up, dented, tarnished, weatherbeaten horns are made NEW.

Manning the repair department are a crew of band instrument experts. They've built Conn instruments in past years, so they know what has to be done to damaged instruments to make them gleam and play like new.

For example, look at the accompanying photographs. Kenny Kreider (photo at left) holds a typical example of what comes into the repair department (though many of the instruments are in much worse shape). After the repair boys get through ironing out the dents, soldering on loose braces, putting in new parts; and then the platers and burnishers go to work, the final result is shown in the photo to the right.

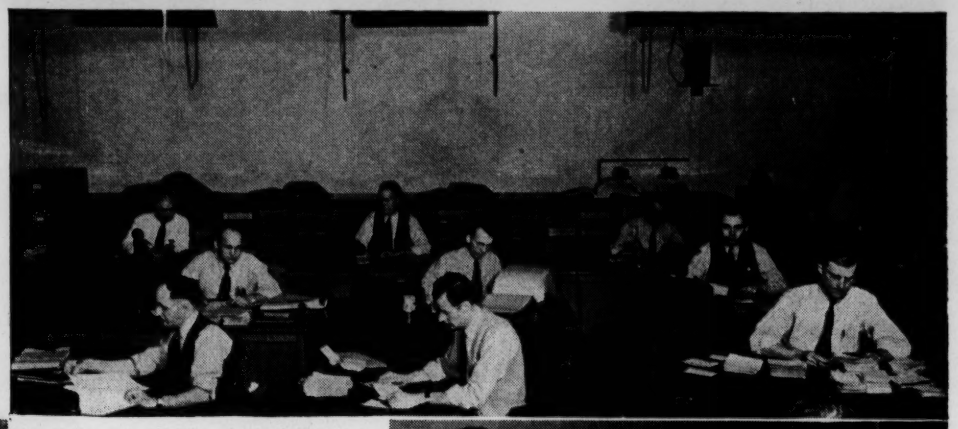
These experts at making old horns new are doing their bit for the war effort. Our fighting men need music to maintain morale (and so do we civilians), and every horn they put back into playing condition hastens the day when all the bands will be playing the Victory March!

And this is the way they go out.

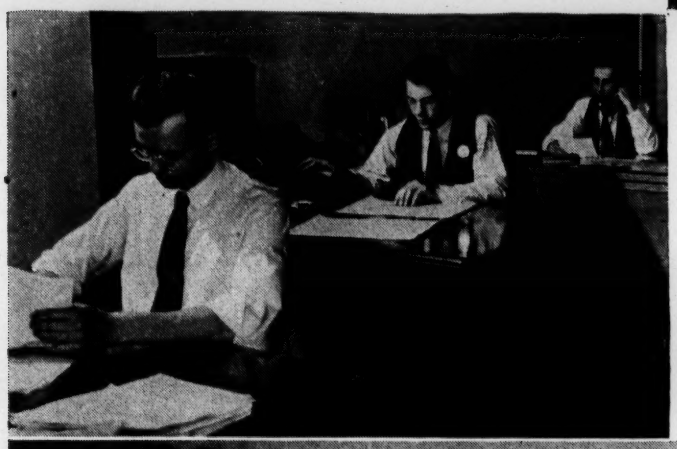
WHAT DOES IT COST? THIS DEPARTMENT KNOWS THE ANSWER!

The third stop in our pictorial travelogue through the Conn plant brings us to the Cost Department. Here accurate, up-to-date records are kept of the cost of every product—every part—every operation. In the mammoth fireproof steel cabinet are volumes containing costs of everything we are making now—or have made.

Under the direction of M. L. Vance, this department plays a vital part in "keeping the wheels turning" in the Conn plant through supplying the multitudinous cost figures essential in determining company policies and prices.



FACTORY ACCOUNTING DEPT.—Left to right: Varian Lennox records all purchases made for the factory. Hubert Clark accumulates cost of sales information and makes actual burden distribution for the factory. M. L. Vance, chief factory accountant.



COST BUILDING DEPT.—This group (shown above) accumulates all data for figuring costs on every job that goes through the factory. They are responsible for most of the data contained in the 24-foot file shown in the background. This contains cost figures for all Conn band instruments and accessories, all war products, and all products of subsidiary companies. From left to right these figure experts are (first row): O. L. Powers, Reggie Andrews, Ora Benson. Second row: Kenny Meeker, Gene Vernier, Herb Mankivell. Third row: Roy Vance, assistant supervisor; Charles Forry, Harry Smith.

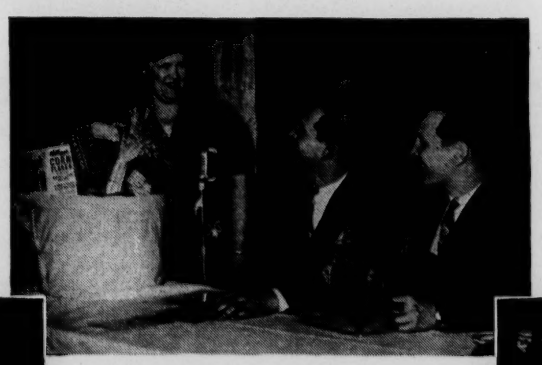
TIME CLERKS—The factory time clerks (above) have the task of checking the time of all employees in their respective departments and making the extensions on the time tickets. From left to right, with the departments they cover: Betty Shelly, 39, 48, 50, 51, 60, 68; Marcia Laffey, 30, 33, 40, 57, 97, 98; Betty Dunmire, 101 to 105; Minnie Bender, 2B, 2L, 2M, 2T; Grace LaDouceur, 2D, 2G, 160; Edna Kersten, 32, 96; Evelyn Brown, 9, 42, 45, 45A, 45R. Absent, Ruth Souers, 2, 2A, 4.

PAYROLL DISTRIBUTION DEPT.—This department has the responsibility of distributing all the factory payroll and posting on job cost sheets to be later compiled by the cost building dept. Left to right, front row: Lottie Reed (who also costs all sales invoices); Geraldine Segner, Doris Kotwas, Florence Hively. Back row: Beverly Dively, Marilyn Everts, Marjorie Morlan, Olive Kime. Reta Routson and Hannorah Pindell were absent when picture was taken.

BINGO GOES OVER WITH A BANG AT CONN E.A.A. PARTY

Jack Bell almost lost his voice calling the numbers; Tom Huff got a sore arm from cranking the bingo cage, but no other casualties marred the Conn E.A.A. bingo party held in the Athenian Ballroom, Hotel Elkhart, February 5. Everybody had a good time, even those who were not lucky enough to win one of the forty-odd prizes, including six baskets of groceries and two $25 War Bonds. The ladies made a clean sweep of the war bonds when the wives of Doyle Molebash, dept. 160, and Michael Klopfenstein, dept. 32, filled all the numbers on their bingo cards to cop the prizes.

Vi Stenberg was chairman of this very successful party, assisted by Jake Osborne, dept. 48; Helene Bennett, dept. 2; Florence Lechlitner, dept. 160; Frieda Mackowitz, dept. 57; and Theda Neeley, dept. 2M.



ABOVE—Mable Wright, dept. 160, was a winner of one of the six baskets of groceries. Jack Bell, dept. 48, did the calling, with Tom Huff, dept. 2M, drawing the numbers.

LEFT—Paart of the crowd overflowed into Peacock Alley as the ballroom was completely filled.

RIGHT—Another group of intent players trying to get a row filled so they could be first to call "Bingo!"

IN THE SERVICE OF OUR COUNTRY

LEFT — Formerly employed in gyro testing dept., George Bowers is now in the Army Air Forces at Keesler Field, Miss. Entered service Dec. 11, 1943.

RIGHT—Former member of dept. 2B night shift, Warren Holdread entered the service on Oct. 18, 1943, and is in an armored division at Camp Chaffee, Ark.

RIGHT — Until Nov. 10, 1943, Floyd E. Miller was a member of the Conn maintenance dept. Since then he's been one of Uncle Sam's boys and is stationed at Camp Blanding, Fla.

LEFT—Almost 3 years ago (on April 10, 1941) Paul Shaw left dept. 68 to don the Army khaki. According to a recent letter he's now somewhere in Hawaii, where he says the hula girls are not what the movies have led him to expect.

'KEEP UP PRODUCTION' WRITE CONN EMPLOYEES NOW IN SERVICE

One line which we can always look for in every letter from Conn men and women in the service is "Keep up production!" Scattered with our forces all over the world, our former Conn buddies know from actual experience just how much supplies and equipment are needed to win this war and get them all back home again.

There's another line in all the letters, too, but we'll tell you what that is after we quote from some of the letters recently received.

Conn War Products Are Tops

Pvt. Victor DeFreese, formerly dept. 40, sends his thanks for the Christmas money order, and writes:

"I'm writing this on my first anniversary in the service. I hope to be home on a furlough some time in February and then expect to be sent across with my outfit (half track) in which I am a gunner.

"During my rambling over several states I've run across many gyros and compasses bearing the Conn name and the men who use them say they are the tops. So keep up the good work."

Not Like the Movies

"The South Pacific islands, where I'm stationed," writes **Ensign R. E. Fisher,** formerly of dept. 8, "are a far cry from the movie version, but that is beside the point. The job is the thing, and if all companies can come through with the goods as C. G. Conn has done, that job will be done more quickly."

On Destroyer-Escort Ship

"All of the boys in service appreciate the fact that you folks at home are backing us up 100%" writes **Clarence Gilbreth,** Rdm. 3/c, U. S. Coast Guard, stationed on U. S. S. Mills. "Here on the ship we especially realize what you are doing at the plant as we have several of your products aboard. Keep up the good work!"

In Northern Ireland

"The country where I am stationed," writes **Pfc. J. Dorsey Belt,** formerly dept. 32, "certainly does not compare with America. They are behind us about 50 years. For example, the plumbing is still outside and the two-wheeled cart is still in vogue.

"Had a nice Christmas, with turkey dinner and all the trimmings, but I would gladly have traded it for a hamburger in Elkhart. I'll soon finish 3 years in the Army and, believe me, the sooner we finish this war the better I'll like it. So keep on getting out all the war materials you can. We'll put 'em to good use."

Maggie Belle Gunter, formerly of dept. 103, recently completed her indoctrination course in the WAVES, and is now at the navy aviation instrument school in Chicago.

Somewhere In England

That's the heading on a letter from **S/Sgt. Armen S. Wilson,** formerly dept. 130, who writes: "This makes the third country I've been in since I entered the service and I'm waiting for my fourth one. (You can probably guess what it will be.) I hope it will be the last one, too, as I'd rather be back in Elkhart at the Conn plant any day. I'm not kicking, but we'll all be mighty glad when this thing's over with.

"The boys are doing a fine job over here. You can count on them for the next 'big' round. Just keep the 'E' flag flying below the Stars and Stripes at the plant and we'll do the rest for you."

Completes Three Years In Service

Sgt. Paul Kilmer, formerly dept. 33, is an old-timer in the Army Air Forces, having completed 3 years in the service last Jan. 15. His third aninversary brought him 3 cartons of cigarettes from Conn. In his letter acknowledging the gift, he writes:

"Your thoughtfulness at Christman time and again when you sent me three cartons of cigarettes certainly shows the calibre of personnel that good old C. G. Conn employs, which also shows why they have won and kept the Army-Navy 'E' for excellence in the production of war materials."

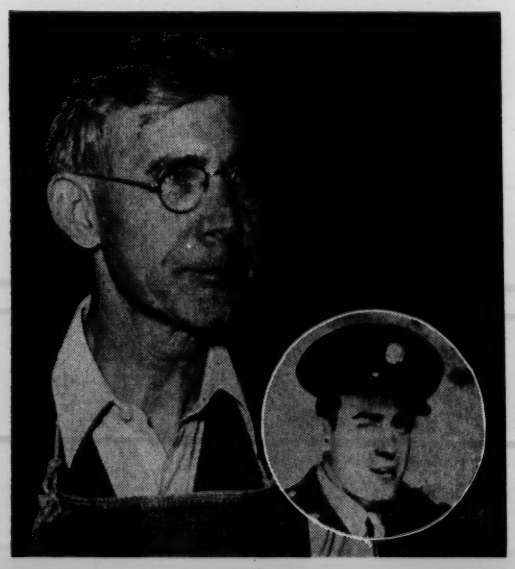
Compliments the Women Workers

Marine Sgt. James B. Fossett, formerly dept. 59, after commenting on the many changes observed in the plant during a visit when he was home on furlough, writes:

"The plant would no doubt be a much more pleasant place to work, with all the changes and workers of the **fairer** sex taking so many of the jobs. You know the women are really doing a swell job turning out the war materials.

"Keep up that old production record—the quicker you turn it over to us the sooner it'll be over. The Squadron I am in is getting into fine shape and it may not be long before we get into action with the Conn gyros I see on many of our planes."

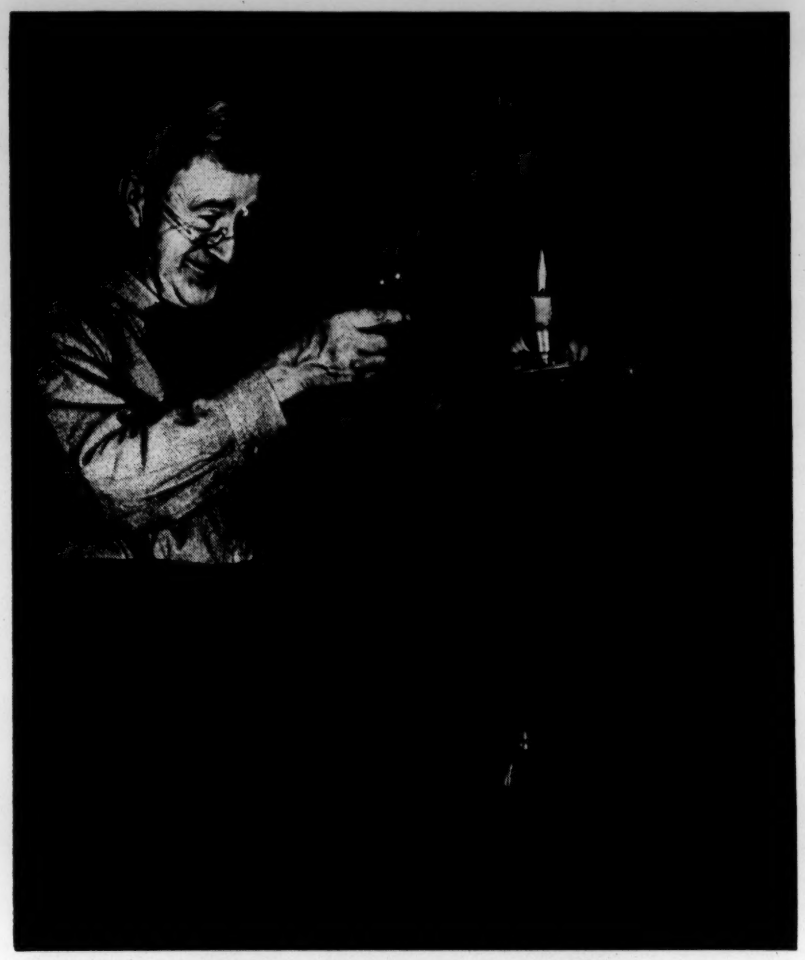
(Continued on page 7)



CONN Fathers and Sons

LEFT—James Shackle, drum division, and his son Harry, former drum division employee, who entered service Oct. 12, 1943 and is now in the Army stationed at Camp Blanding, Florida.

RIGHT—Frank Crowley, advertising dept., and his son Jack, former employee dept. 40, now in officer's training at Marine corps base, Parris Island, S. C.



PRIZE WINNING PICTURE

First prize at the Elkhart Camera Club exhibit, followed by first prize at the monthly exhibit in Chicago of the Photographic Society of America, were the honors awarded this photograph of Ira Corner, dept. 40, which was taken by M. D. Meiser, member of the local camera club.

Speaking of camera clubs, the Conn Camera Club is open to all employees who are interested in photography. Meetings are held the first Sunday of each month in the employment office, at 3 o'clock. Any Conn employee is welcome and there is no membership fee. Possibly when you join, Ira may tell you where his picture was taken and whether there is any wine left in the barrel!

LETTERS FROM OUR CONN BUDDIES

In Foggy England

Cpl. William Jamison, formerly of shipping dept., writes that he is personnel clerk in the headquarters office of his hospital unit in "foggy England."

"England is very picturesque with its narrow winding roads and thatched roofs," he writes. "Transportation is mostly bicycles. The left hand traffic was confusing at first. Have visited many places of historic interest. Traditions and customs are much different here. Incidentally, the folks back home certainly would have no reason for griping if they could see how tough rationing is here.

"Food is OK, though at times dehydrated milk, brussel sprouts and powdered eggs are not good appetizers. Entertainment consists mostly of movies and Red Cross shows. The movies are old pictures, but we enjoy them."

Meets South Bend Musician

From "somewhere in England," **Sgt. Claude Wilhelm,** formerly of production control dept., writes that "I walked into a private dance recently and talked with the boys in the orchestra. Practically all of them played Conn instruments and the drummer had a set of Leedy drums. One fellow was from South Bend and said he knew Ab Kollat.

"Haven't received the Ameri-Conn since I landed here but I suppose it will be catching up with me sometime. I know all of you are working hard and I hope that your efforts help to speed us to victory and home."

"Tell the Gang To Write"

We mentioned previously a second line found in practically every letter received from our buddies in the service. This is it —

"TELL THE GANG TO WRITE"

Most of them are a long way from home and a letter from you will be a real "pepper-upper". How about taking time tonight to write to one or more of your former fellow-workers? If you don't know their addresses, just phone The Ameri-Conn office. The dial number is 212 or 269.

Strictly FOR THE GIRLS!

March is RED CROSS month. The need is greater than ever this year, so when you are solicited for this worthy cause GIVE MORE than you did last year. Keep the Red Cross at the side of our fighting men scattered all over the world.

FORECAST! Hair this spring is going to be pretty, neat and netted in color . . . thanks to Lily Dache! Even the March winds won't prevent you from looking as if you'd just stepped out of a band box. These exciting nets come in 5 brilliant colors, as well as 5 natural shades—take only a second to put on, and you're groomed for the day. Whether you wear your hair up, long, or in the new smooth fashion—you will love them.

If you are wearing sport clothes, try a coarse mesh and tie a contrasting band of grosgrain around your head. If you're on a date, the fine mesh in Tiger Lily Pink with a boutonniere of flowers tucked in or a cluster of roses (on hair pins) will add a festive note. There's no end to the ideas you can dream up to add to these colorful nets, and we predict that many a masculine head will turn as you walk by!

• • •

How many times do you say you wish you had a pill to take that would keep you wide awake, not so tired, not so sleepy? Maybe our vitamins are sitting on the shelf, and you've forgotten to take them, but you sit and crave for the mystery potion that will give you some new vim. Well, there's no magic in them thar pills, but if you'd remember to take them regularly—everyday as directed—then you will notice that you're not so-o-o-o tired all the time.

• • •

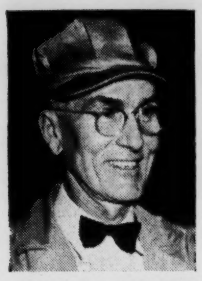
You lunch packing mammas who face an everlasting six a week, how's your condiment shelf? There's the place to find your pepper-uppers when the monotony of sandwiches and more sandwiches reaches a new low. Take mustard for example. Have you explored the possibilities of just one jar of cream salad prepared mustard—the sandwich fillings, cheese mixtures and salad combinations—and plain meat, too—that cry for this piquant spice? And on the days that rationing rises up and hits you right between two slices of bread, have you tried the following? Spread one slice of bread generously with peanut butter and the other slice with cream salad prepared mustard and put together. Simple? Yes, but it's got a certain something and no mistake.

• • •

You can't blow a cold away. The more you blow the worse it gets, because you just irritate already sore membranes. Your first duty, of course, is NOT to get the cold . . . by eating properly sleeping enough and living right. But once you have a winter cold—or it has you—remember that every day you spend away from work is time gained for our enemies. If you can't work, then **those men across** the seas will chuckle every time you cough or sneeze. Do something positive. Get enough rest, drink plenty of water and fruit juice. Get your doctor to prescribe some nose drops and use these conscientiously. Don't use other people's drinking cups or leave your handkerchief around carelessly. Whatever you do, keep your cold to yourself'

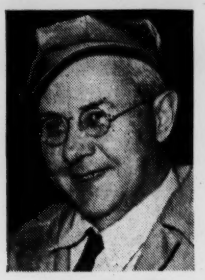
• • •

Here's how to check your finger-nail "I.Q." Do you know how to salvage a torn nail? (Paste a piece of tissue over crack with colorless polish, cut to shape of nail and cover nail and tissue with two coats of deep-tinted lacquer.) What to do for hang-nail prevention? (**Don't** trim cuticle; keep it soft and healthy with an oil dip twice a week.) How to repair chipped polish? ("Stipple" the edge of the nail with a thinly filled brush. Then apply a new coat over the whole nail.) What polish shades are smart this season? (Bright young red, dark burgundy and off-duty red are in high fashion favor.) Score 25 for each right—or did you?

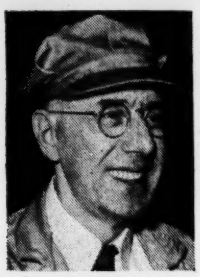


JOHN W. WILSON
40 Years

CHARLES "DOC" STENBERG
64 Years



PURL HUNT
42 Years



JOHN TEED
38 Years

Topping the March list—as well as topping the entire list of Conn Oldtimers since the death of Jack Burkle last December — is Charles "Doc" Stenberg who completes his 64th year with Conn on March 23. "Doc" started with Conn in 1880, and has spent most of his time at the engraver's bench.

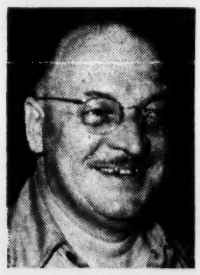
Another engraver — Purl Hunt — takes the number two spot in the March "Conn Birthday" list. Purl started with Conn on March 6, 1902, and is now in dept. 103, gyro main assembly. In the same department are two former expert oboe assemblers—John Wilson and John Teed — who worked side by side for over 30 years. Wilson came to Conn on March 6, 1904, and Teed two years later.

A 35-year veteran is Herman Anderson, now working on binnacles in dept. 51, who started with Conn on March 8, 1909. Rodney Beckwith, foreman dept. 33 polishing, became a Connite in 1913. Another foreman, Sewell Lee, dept. 2B, started with Conn on March 29, 1916. In 1918 Wallace Ostrom, drum division, and Harry Marshall, dept. 40, started their Conn careers—the former on March 17, the latter on March 20.

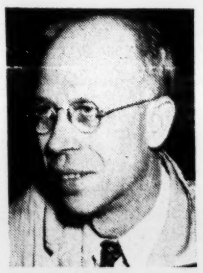
Celebrating their 25th Conn anniversary in March are Frank Myers, dept. 96, March 3; George Lewan, foreman drum division, March 10; Thomas Searls, dept. 58, March 21.

Other Conn Oldtimers with 20 years or more service records are: C. D. Klinefelter, foreman dept. 9, March 8, 1920; W. G. Hall, dept. 68, March 22, 1921; John Lape, dept. 40, March 8, 1922; Alva Mahoney, dept. 2G, March 21, 1922; Clyde Fuller, foreman dept. 2A, March 23, 1922; Dewey Ganger, dept. 2G, March 30, 1922; Wilbur Cox, dept. 68, March 5, 1923; J. M. McCaw, dept. 58, March 7, 1923; George Yohn, dept. 33, March 8, 1923; Don DeFreese, dept. 88, March 10, 1923; George Cox, Dept. 2, March 19, 1923; Charles Kern, foreman dept. 40, March 19, 1923; Guy Hall, dept. 103, March 22, 1923; Charles Sands, night general foreman, March 26, 1923.

H. ANDERSON
35 Years

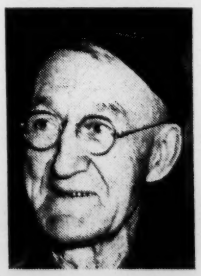


R. BECKWITH
31 Years

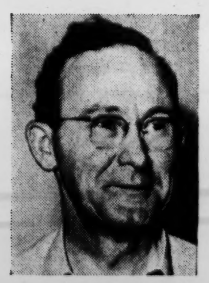


SEWELL LEE
28 Years

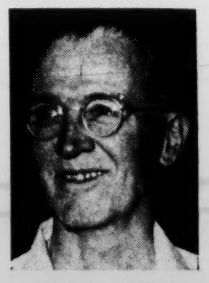
W. OSTROM
26 Years



H. MARSHALL
26 Years



GEORGE LEWAN
25 Years



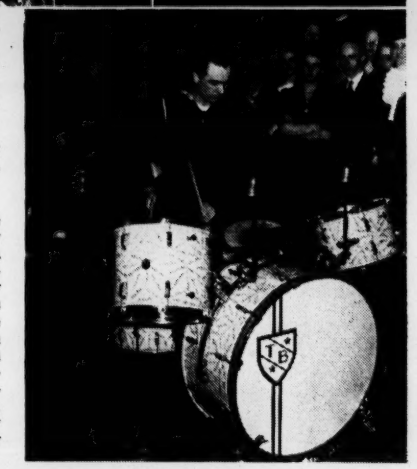
FRANK MYERS
25 Years

THOMAS SEARLS
25 Years

CONN WORKERS ENTERTAINED AT DANCE

A special floor show was the feature attraction of the Conn E.A.A dance held in the Athenian Ballroom, Hotel Elkhart, Feb. 19. Conn employees, their families and their friends jam-packed the hall to dance and see the special entertainment concocted by Jack Bell, Conn E.A.A. entertainment director.

Shown in photos above and right are Yvonne Ballew who entertained with a "Gay Nineties" version of the strip-tease and a special acrobatic number. Jue Fong, "Chinese Ambassador of Good Will," was a very capable master of ceremonies as well as a talented singer. Crystal Cook charmed the audience with her songs and dances, which included a "Flirtation Waltz" during which she implanted sundry and vivid lipstick imprints on the faces of several embarrassed(?) Conn gents. Sailor Tom Butler, former Conn employee and son of Harry Butler, dept. 97, demonstrated his mastery of the "skins" in several drum solos.



Month after month the Conn family grows. Here are the many new employees who joined us during the month of January. We're happy to have you with us and we hope your stay will be long and pleasant.

NAME	DEPT.
Martha Krauter	Cafe
Ella Fuller	Cafe
Mary Kotz	Cafe
Ruth Spaulding	Cafe
Clara Klase	Cafe
Margaret Niblock	84
Wanda Ames	25
Arlene Rex	24
Helen Louck	19
Norma Deisch	8
Grace LaDouceur	75
Helen M. Mattice	101
Theda Tyndell	101
Pauline Warren	25
Bette Masten	25
Lavada Windoffer	2
James Mason	2B
Fannie Hinderer	2B
Georgian Bay	2B
Fred Kufeldt	2B
Lester Conadoll	2D
Paul Konneck	2D
Herbert Wade	2M
James Freshour	2M
Clifford Overholster	2M
Elwood Orr	2M
Joseph Cole	4
Genevieve Campbell	9
Mario Arcaro	9
Marie Schult	9
Eugene Norris	9
Ada Holmes	30
Robert Eggleston	30
Neva Longbrake	30
James Colpetzer	40
Albert Hoffman	40
Gus Schmelder	40
Pat Reavis	40
Gilbert Malone	40
Del White	40
Edward Fore	40
Allen Sanders	40
David Main	40

NAME	DEPT.
Delbert Norris	40
Kenneth Dettweiler	40
Morris Barney	40
Lyman Cumins	40
Walter Grover	40
Emma Clayton	45
Beckie Orr	45
Helen Johnson	45
John Bicknell	45A
Blanche Cook	45A
Jean Foster	45A
Garnet Blackwell	45A
Nina Main	45A
Mildred Pettit	45A
Romaine T. Hunt	45A
Violet Buck	45A
Gladys Blyly	45A
Lorena Himan	45A
Richard Genn	48
Ruth Schleber	48-96
Mary Cripe	48-96
Lillian Yoder	48-96
Ethel Replogle	48-96
Ethel Jackson	51
Phyllis Hudson	51
Mary Belle Spencer	51
Vernon Carr	55
Orland Trovatore	55
James A. Hoffman	57
James Heckman	57
Gertrude Huffman	57
Virginia Rodeck	57
Ruth Sternberg	57
Loren Braillier	58
Charles Replogle	58
Kenneth Bender	96
Keith Minegar	96
Russell Kulp	96
Joseph DeFronzo	96
Russell Byrhet	96
Allen Cramer	96
Nellie Affhalter	96
Mary Lower	96
Robert Katzenmeyer	96

NAME	DEPT.
Harry Mills	96
Rosino Danino	96
Mary Anne Faranell	96
William Edwards	96
James Fowler	96
Inez Woodward	96
Romaine Hyland	97
Roxy Welch	97
Bertha O'Malley	97
Duane Stickney	97
Isabella Sutterby	97
Ida Miller	97
Jane Hunter	97
Louise Miller	97
Bill Brizendine	97
Robert Sites	97
Bertha Hasings	97
Grace Williamson	97
Albert Hale	97
Ellen Zalka	97
Eloise Parrott	97
Barbara Nickler	98
Mary Larsen	98
Erma Kintigh	98
Vivian Miller	102
Marie Smith	102
Mary Burgess	102
Betty Carris	104
Evelyn Weldy	104
Emma Fryman	110
Elnore Tyler	110
Florence Sclarrer	110
Lloyd Hunsberger	110
Verna Wagner	110
Lewis Turnock	110
Rosie Barnard	110
William Ivers	116
William Neal	116
Elmer Ritter	116
Charles Dickey	118
Leilbl Martin	120
Russell Beattie	120
Kathryn Burnstine	160

28

1. Contract
2. Clipping - "Another CIO Local Endorses Tri-County News"
3. WLB order of Approval
4. WLB Order of Approval rate schedule
5. Report on Recommendation Wage & Salary application attached rate schedule

28

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent M. Bagwell

Date 3/7/'44

Plant involved Chicago Telephone Supply Co.

Name, title, address of persons interviewed Contract Attached

Mr. Ronald Nelson, Vice President; Edwardsburg Rd.; Elkhart; Ind. Rose Lavrich
Miss Gretta Smith, Guide, 1319 Edwardsburg Ave., Elkhart Ind.
Miss Rose Lavrich, 1408 Markel Ave., Elkhart Ind. (Member Legislative Committee)
Miss Margaret Sappington, 1302 Edwardsburg Ave., Elhkart, Ind. (Union member- has worked in plant 7 years)
Mr. Samuel N. Hayes, President, R.F.D. # 1, Elkhart, Ind.
Mrs. Eloise Sigsbee, E. Bristol St., Elkhart, Ind. (Union member, ~~former~~ member of Bargaining Committee until election held this week, worked in plant 11 years)
Mrs. Lillian Whitman, Member of Bargaining Committee, 625 Gladstone Ave, Elkhart, Ind.
Mr. " , " " Labor Management" " " " " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.A.A.I.W.A. Affiliation C.I.O.
2. Local No. 941 Address 324½ South Main St., Elkhart, Ind.
3. How long local organized? Nov. 1941
4. How long women members Since Nov. 1941
5. President's name and address, if not listed above
6. Plants organized by local union:

Names	All plant employees (Approximate figures)		Union members	
	Men	Women	Men	Women
Chicago Telephone Supply Co.	275	442	275	442

7. **Union cost to worker:**

		Men	Women
a.	**Initiation fees**	$2.00	$2.00
b.	**Dues (specify period covered)**	$1.00 per month	$1.00 per mo.
c.	**Fines (" what for)**	If miss both meetings each month fined 50¢ for each meeting missed	
d.	**Other**	None	

Special assessments may be imposed by International Union. There will be a $1.00 assessment in April for post war fund.

8. **Women's local union activities:**

a. **Union committees**

Education Committee- 3 men, 2 women

Recreation Committee- 3 men, 2 women

b. **List other committees on which women might serve:**

Good & Welfare Committee

c. **Local union offices held by women:**

Guide

d. **Attendance at union meetings:**

Women attend in about same proportion as men. Reported to attend better first meeting in month- perhaps "to get it over with for the month".

9. **Union program and union's official attitude toward women: (Give source of comments.)**

Mr. Nelson stated that he was not in favor of women working on the men's jobs and that he thought women should stay at home.

Mr. Hayes said that he, himself, had opposed women coming into his department- but that the company had wanted to re-classify the jobs as female jobs and to pay the lower female rate. Both men spoke of the post war period in terms of the unemployment that would follow the war and this seemed the reason for their attitude. (See Comments, p. 10)

10. **What is union's attitude toward equal pay: (Give sources.)**

All persons interviewed thought that "if the women went on the men's jobs" they should get the same rate the men did. This is the practice. As to the women's jobs being rated lower, Mr. Hayes said that they fell heir to the male and female rates and job classifications when they organized. Both men and women seem to have gone on accepting the job classifications as they were set up but the union did take a stand on equal pay on any new jobs the women were put on. Also they have, since organizing, lessened the differential between men's and women's rates.

When agent told Mr. Hayes of the position of the Bureau on setting the rates as job rates instead of male and female rates he seemed to find this a new idea and said "that is something to remember". (See Comments, p. 10)

2. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant Chicago Telephone Supply Co.

2. Address W. Beardsley Ave., Elkhart, Ind.

3. Product Communications equipment (telephone, radio, radar) (50 caliber bullets now discontinued)

4. How long union recognized in this plant: Since Nov. 1941

5. How long women in this plant members of union: " " "

6. Arrangement for payment of dues: (check one)

Checkoff # Steward _____ Other _____

7. Were women employed on production in this plant in normal times: Yes

8. Women's union activities in this plant:

a. Shop steward: No. men 10 No. women 10

b. Grievance committees: No. men _____ No. women _____

c. ~~Contract~~ Bargaining committees: Yes # No _____
No. men 4 No. women 1

d. Labor management committees: Yes # No _____
No. men 3 No. women 2

e. Other union committees in plant; whether women represented: _____

NONE

9. Union program in this plant affecting women: (Give sources.)

All persons interviewed said that there had been no special program for women. They reported that the Educational Committee was given a place on the Agenda at each meeting and that they had ~~xxxxxxx~~ taken time to explain clauses in contract, By-Laws, etc. for benefit of new members. They felt that this time was of value to the women members.

Labor Management Committee – Company has brought to Committee question of need to educate women on care of rest rooms – Mrs. Whitman reported that rooms were not kept clean – she said the facilities were insufficient & there was insufficient provision for having rooms cleaned. Was interested in W.B. on toilet facilities (She is on Griev. or Barg Committee)

C. Plant Practices:

1. Are there any: -

a. So called "women's jobs"? Yes ___#___ No _____

b. Men's jobs on which women are employed? Yes ___#___ No _____
Women have gone on about 7 of the men's jobs- drill presses, punch presses, grinders, etc. (They have been on milling machines all the time and this is classed as a woman's job)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? Yes _____ No ___#___

3. How is comparability of women's work on men's jobs determined? (See Sec. 12, p. 11 of Contract)

a. By decision of management? Yes _____ No ___#___

b. By bargaining? Yes ___#___ No _____

c. By formal job evaluation? Yes _____ No ___#___

4. Give various opinions as to whether majority of women are kept at lower paid job longer than men:
Both men interviewed stated that the women were for the most part on women's jobs, only a few had been put on the men's jobs which carry ~~x~~ higher rates.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.
Mr. Hayes said that the classifications of jobs as men's and women's jobs had been done by the company before the union went in.(Union agreed to clause in contract (Supplementart Agreement B, p, 20 of Contract attached) that allows for women's bidding in on men's jobs only during the manpower shortage.) Mrs. Sigsbee stated that they had not needed to put women on the men's jobs and that as men are drafted now it will be difficult to train women as some of the jobs will take about 20 months to learn.
Gretta Smith and Rose Lavrich said that the women had not been so much interested in going on the men's jobs as they were harder. Margaret Sappington said that she also felt that the girls were rather afraid of the machines.
Agent's impression is that for some of the women their standard of living, judging by their homes, is not too high and perhpas the money they make now is more than they ever had so they have not been agressive in demanding the higher paid jobs.
Workers report that cost of living is not lower in Elkhart but higher than in South Bend and Chicago.

5. Are women given equal seniority with men: Yes _____ No #_____
If not, explain
Provision is for seniority in a particular job classification (p. 12 of Contract attached); also women's seniority is limited to jobs classified as women's jobs except during the manpower shortage when they may bid on men's jobs (p. 20 of Contract attached)

6. Placement on shifts: Number of shifts plant operates: 1 #___ 2 #___ 3 #___
a. Number of shifts on which women are employed: 1 #___ 2 #___ 3 _____

b. Does placement depend on seniority: Yes ___#___ No _____
Explain:

7. Rest periods:
a. Does plant allow formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men _____ Women _____
(2) By deduction for amount of time involved: Men _____ Women _____

8. Lunch periods:
a. Length of lunch period: Men 1 hr. Women 1 hr.
b. Paid for: Men No Women No
c. If sex differential, give reason:

9. What is plant practice in regard to pregnancy:
a. No policy: _____
b. Discharge _____
c. Leave of absence #_____
(1) If yes, what is time limit 1 year
(Group Insurance covers pregnancy)

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of women: (Check one.)
a. Time #_____
b. Piece _____

2. Are jobs and rates specifically listed by male and female: Yes #___ No_____

3. In jobs employing both men and women, are rates the same? Yes # No

E. War Labor Board Case

1. Title of case Chicago Telephone Supply Co. (Elkhart, Ind.) & U.A.A.A.I.W.A., C.I.O., Local 941 Regional number 6-5072

2. Status of case:
   a. Pending before: Regional Board _____, National Board _____
   b. Settled by: Regional Board (date) 6/4/'43 & 9/4/'43, National Board (date) _____

3. Type of case: Voluntary _____ # _____ Dispute _____

4. Issues: ~~Was case brought at time of negotiation of contract? Explain.~~

Union requested increases in wages based on rise in cost of living and intra-plant inequalities. Agreement reached and application submitted to W.L.B. for approval . Wage increase asked for affected women as well as men.

~~5. What led to union taking it to W. L. B. Explain background of case.~~

~~6. Issues. Explain those affecting women. Did union ask for equal pay, revaluation of women's jobs, etc. Explain.~~

7. W. L. B. Ruling.

6-4-'43- Partially approves the agreement between the parties and authorizes them to put ~~the~~ adjustments into effect in accordance with attached rate schedule. (See Order and rate schedule attached)

9-2-'43- Partially approves the appeal dated June 26, 1943 as follows:
1. Approves 10¢ per hour premium for second and third shifts
2. Approves 5¢ per hour increase for Clean up Sweepers
3. Denies request for increase in starting rates (See order attached)

8. If equal pay was ordered, when did it become effective: (Check one)
a. On date of expiration of contract _____
b. On date of certification to W. L. B. _____
c. On date of W. L. B. decision _____
d. Not yet in effect _____

Increase given in all women's rates and in some of men's, retroactive to date of application- Jan 1, 1943

9. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

10. How did women workers benefit from case?

Women's rates increased from 3¢ to 9¢ per hour, retroactive to Jan.1, 1943. Women got back pay up to $135.00.

F. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with Sam Hayes, President; Ronald Nelson, Vice Pres. & former President
(2) Verified by reference to contract #
(3) Contract attached to schedule #
Old contract- new one just being negotiated and sent to W.L.B.

b. Date contract expires Nov. 24, 1943 — few changes made - 10¢ wage increase asked for -

c. Kind of contract: (check)
(1) Closed shop #
(2) Open shop
(3) Preferential

d. Does contract contain maintenance of membership clause: Yes ____ No #

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ____ No #
(1) If not, rates: Men 67¢ Women 52¢

b. Automatic progression policy: Yes ____ No #
(1) If such policy, same for women as for men: Yes ____ No ____
If policies differ, explain
In practice: Men and women go to rate of job within 30 days from date of hiring

c. Does contract prohibit wage discrimination against women:
(1) By "No discrimination clause": Yes ____ No #
(2) By equal pay clause: Yes # No ____
(3) By rate of job regardless of sex: Yes ____ No #
Provision in contract for "Like work shall receive like pay" (See p. 14. Section 4 in C ntract attached)
Provision for equal pay when women work on men's jobs (See Sup.Agt., p. 20 of C ntract attached)

d. Does contract openly discriminate against women: Yes # No ____
If so, explain:
Discrimination in starting rates
Discrimination in that women cannot bid in on men's jobs(which are higher paying than women's) except for period of manpower shortage.

e. No mention of "women" in contract: Yes ____ No # Explain.
Women mentioned in Supplementary Agreement as mentioned above in d.

3. Seniority:

a. Types of: Plant wide # Departmental #
Department first and then plant

b. Does contract limit women's seniority rights?

(1) To other women: Yes # No

(2) To the duration only: Yes No #

(3) If any seniority provision different for men and women, explain:
Women's seniority limited by fact that provision is by Department and job classification and women work on women's jobs ordinarily.

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men Women
(3) Paid for: Men Women

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No

(1) Maximum length 1 year
(2) Length of service necessary to get maximum Not stated

Comments:

Mr. Hayes is the new President of the Local, just taking office. He did not participate in the negotiations on the new contract which have just been completed. He stated that the ~~xxxxxxxxxxxxxxxx~~ new contract would not be changed very much. A 10¢ per hour increase is being asked for. The Supplementary Agreement providing for women's bidding on men's jobs during the manpower shortage is also in the new contract.

Mr. Hayes was very much interested in the information given by agent.He did ~~xxx~~ not know what the U.A.W.A. International Union policy was on separate seniority list for women. Information was given about another local union president calling up R.J. Thomas to ask whether in negotiating contract they should continue provision for separate list or have only one list and Thomas reply that there should be only one list. At the close of the interview he remarked, "I certainly have learned a lot".

This union was organized without much help from the International Union and this week for the first time had a visit from an International Representative.

The women interviewed talked about women's place being in the home if they did not have to work. They think that ~~xxxx~~ over half of the jobs were women's jobs before the war and since some women will want to quit, those who want to work will have work on the women's jobs. They do not complain about the rates on men's jobs being higher than those on women's jobs. Rose Lavrich and Gretta Smith thought the men's jobs were harder and for this reason were correctly rated higher. They thought woemn were, for the most part satisfied on the women's jobs although Rose remarked that she would be interested in working on some of the men's machines. They said that the women were reluctant to take responsibility in the union and that they did not participate in the meetings so well, though better than formerly.

Mr. Nelson said that the increase in the numberof workers in the plant during the war period had brought in many new members who do not know what the union has done and are therefore not so interested. He said that ~~some~~ come from the country, not having had much cash before, so think they make good money.

Mrs. Whitman felt that men's jobs were harder & some requiring more skill so that they should be rated higher than women's jobs-

Another CIO Local Endorses Tri-County News

The Chicago Telephone Supply Co., Local No. 941, C. I. O., at its regular meeting Tuesday evening at the Elkhart County C. I. O. Hall, endorsed the Tri-County News as its local union paper. Ronald Nelson, president, presided.

Nomination for officers were as follows: Sammy Hayes and Louis Gill for president; Ronald Nelson, John Borsh, Julie Nagy and Genevieve Balyeat for vice-presiden; Eddie Behrenr, recording secretary, (unopposed); Edwin Scharer and Fred Sikora for financial secretary; Frank Clark and Novel Waldorf, sergeant-at-arms; Greta Smith guide.

For Bargaining Committee: Richard Eason George Allen, Carl Schmitt, John Borash, Lysle Sinclair, Ronnie Nelson, Keelan Lenard, Margaret Soppington, Lillian Whitman, Tony Bibbo, Norman Schaefer. The annual Election will be held on February 15th and the installation of officers will be on March 7th.

TRI-COUNTY-NEWS-
JAN-27-1944

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

CHICAGO TELEPHONE SUPPLY COMPANY
(Elkhart, Indiana)

and

U. A. A. A. I. A. - C. I. O.

September 2, 1943

Case No. 6-5072

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 2, 1942, and the Executive Orders and Regulations issued thereunder, hereby partially approves the appeal dated June 26, 1943, as follows:

1. 10¢ per hour premium for second and third shifts is approved.

2. 5¢ per hour increase for "Clean up Sweepers" in Maintenance Department is approved.

3. Requested increase in starting rates is denied.

This Order is a supplement to the Board's Order of June 4, 1943.

This Order shall be effective as of January 1, 1943, except that the parties, upon mutual agreement, may select a later effective date.

The parties, by mutual agreement, shall determine whether increases approved in this Order shall be paid to employees whose employment with the company terminated between the effective date of the increase and the date of this Order.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS (Dissenting with regard to starting rates)
S/ John Day Larkin	S/ James B. Reardales	S/ Joseph J. Kehoe
S/ Horace M. Gray	S/ Bertram J. Cahn	S/ Samuel C. Evett
S/ Lewis Long		

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

CHICAGO TELEPHONE SUPPLY CO.
(Elkhart, Indiana)

and

UNITED AUTOMOBILE AIRCRAFT AND AGRICULTURAL INDEPENDENT WORKERS OF AMERICA, CIO, Local 941

June 4, 1943

Case No. 6-5072

ORDER OF APPROVAL

The Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, and #9250 of October 3, 1942, hereby partially approves the agreement between theparties and authorizes them to put adjustments into effect in accordance with the attached rate schedule.

This order shall be effective as of the retroactive date requested in the application.

Any employee who has either quit or been discharged between the retroactive date and the date of this order shall receive the amount of theincrease up to the date on which his employment with the company was terminated, provided he makes application in writing to the company within sixty (60) days after the order has been issued. The sixty days' limitation shall not apply to employees who have become members of the Armed Forces of the United States.

PUBLIC MEMBERS	INDUSTRY MEMBERS	LABOR MEMBERS
s/ John Day Larkin	s/ Thomas B. Freeman	s/ Joseph J. Kehoe
s/ Peter J. Angsten	Dissenting	s/ Samuel Sponseller
s/ Horace M. Gray	There is no sufficient reason for the difference in the increases allowed to women. I, therefore, dissent to this portion of the order.	
	s/ Hopewell L. Rogers	

Classification of Male Employees	Approved Rate
Group I Leaders	$1.20
Group 2 Leaders	1.20
Group 3 Leaders	1.35
Watchmen, firemen and guards	.80
Watchmen, firemen and guards	.80
Watchmen's helper	.75
Sample Man	1.05
Hand Punch Press Operator & Set Up	.90
Hand Punch Press Operator	.85
Repair Bench Man	.85
Repair Bench Helper	.75
Packers	.90
Packers' Helper	.80
General Inspector and Final Assembly	1.00
Final Inspectors and Checkers	.90
Inspectors, second class	.75
Stock Room Clerk	.95
Stock Chaser & Stock Room Man	.90
Stock Room Helpers	.75
Mill Room	1.05
Hand Spray, first class	1.00
Hand Spray Painting Beginners	.90
Punch Press Set-up and Operate Hand Blanking (repeat)	1.00
Oven and Sorters, Operator	.88
Punch Press Operate and beginners on Hand Blanking Repeat	.85
Oven Tender	.85
Oven and Sorter, Helper	.80
Clean-up and Sweeping	.80
Set-up and Checkers	.95
Checkers	.85
Set-up and Operate Hand Repeat Blanking	1.00
Set-up and Operate Hand Forming and Piercing, etc. and Single Blanking	.90
Operate Hand Blanking (single) Hand Forming Piercing, etc. and Beginners on Hand Repeat Blanking	.85
Clean-up, Rough Grinding, and Shaving Wirewound Strips	.85
Set-up and Operate Drawing Automatic, and Progressive Presses	1.05
Hand Screw Machines, Operate and Set-up Machines	1.05
Hand Screw Machines, Operate and Adjust and Change Tools	.95
Hand Screw Machine Operate	.85--.95
Large Drill Press Operator	.85
Set-up and Operate	1.30
Operators	1.05
Stockers and Helpers	.85--1.04

Classification of Male Employees	Approved Rate
Check-out and Clean-up Men	$ .85
Sample Man	.85--$1.05
Electrician	1.10
Electrician's Helper, first class	1.00
Electrician's Helper, second class	.90
Electrician's Helper, third class	.80
Mill Wright Helpers	.83
Millwrights	.95
Clean-up, Sweepers	.75
Platers	1.00
Assistant Plater	.95
Bonderizing & Parkerizing	.90
Platers' Helpers, Cleaners and Bright Dipping	.85
Warehouse Man	.95
Warehouse Helpers, first class	.90
Warehouse Helpers, second class	.80

Classification of Female Employees	
Oven and sorters	.80
Machine Operators	.72
Machine Operators	.70
Assembly Operators, Packers, Inspectors, etc.	.68
Bullet Inspectors	.72
Final Inspectors	.70

NATIONAL WAR LABOR BOARD
222 West Adams St.
Chicago, Ill.

REPORT ON RECOMMENDATION
WAGE AND SALARY ADJUSTMENT APPLICATION

Date	April 8, 1943
Case No.	6-5072
Case Name and Location	Chicago Telephone Supply Co., Elkhart, Indiana
Price Relief Sought	None
Type of Work or Product	Radio and raio parts and communication equipment
Type of Application	Agreement between employer & labor organization
Name of Union	Local #941, United Automobile Aircraft and Agricultural Independent Workers of America (CIO)
No. Employed	561
No. Affected	561
Effective Date of Application	January 1, 1943

A. Proposed Adjustment

5¢ per hour over-all increase, and inter-departmental adjustments which equal an over-all average of 6¢. Individual inter-departmental adjustments vary from 5¢ to 15¢ per hour. Premium for night shifts increased from 5¢ per hour to 10¢ per hour.

B. Application of Stabilization Principles

1. Maladjustments
53.3¢ x 15% = 8¢ per hour allowable increase. Increases have been granted since January 1941 which total approximately 20¢ per hour, or 38%.

2. Inequalities and Gross Inequities
Application is based on "inequalities existing between departments and within departments, and higher cost of living." No interplant inequalities are alleged. Therefore, inasmuch as the 15% cost of living adjustment has been more than doubled since January 1941, the proposed 5 ¢ general increase is not justified on the grounds presented by the applicant. 5¢ per hour has accordingly been deducted from all proposed rates with the exception of Group Leader I, an interplant inequality, and the women employees for whom the 5¢ per hour increase is recommended under General Order No. 16.

Under this procedure, the individual adjustments to correct inter and intra-departmental inequalities are retained and approved, and only the 5¢ per hour general increase for male employees is recommended for disapproval.

Attached is a schedule showing present and proposed rates by job classification, and rates recommended for approval.

The proposed 10¢ premium for second and third shifts, an increase of 5¢ per hour is not supported by inequality data.

Summary & Findings of Fact

Inter- and intra-departmental inequalities will be corrected under rates recommended for approval. 5¢ general increase for male employees is not supported by inequality data. 5¢ general increase for female employees may be approved under G. O. #16. 5¢ premium increase for night shifts, from 5¢ to 10¢ per hour, not supported by inequalities data. Increase of approximately 38% have been granted since Jan., 1941. Increasss recommended average 4.4¢ per hr. overall, as compared to 5.6¢ per hr. proposed

Officer E.B. McNatt, Regional Wage Stabilization Director

By _____
D. J. Parsons
DJP:di

Chicago Telephone Supply Co., Elkhart, Ind., #6-5072

Classification of Male Employees	Present Rate	Proposed Rate		Approved Rate
Group I Leaders	$1.15	$1.20	+5¢	$1.20 may
Group 2 Leaders	$1.20	$1.20		$1.20
Group 3 Leaders	$1.35	$1.35		$1.35
Watchmen, firemen and guards	.88	.88	-8¢	.80
Watchmen, firemen and guards	.80	.88		.80
Watchmen's helper	.75	.80		.75 - min
Sample Man	1.05	1.10		1.05
Hand Punch Press Operator& Set Up	.85	.95	+5¢	.90
Hand Punch Press Operator	.80	.90	+5¢	.85
Repair Bench Man	New Class.	.90		.85
Repair Bench Helper	.75	.80		.75
Packers	.90	.95		.90
Packers' Helper	New Class	.85		.80
General Inspector and Final Assembly	1.00	1.05		1.00
Final Inspectors and Checkers	.90	.95		.90
Inspectors, second class	.75	.80		.75
Stock Room Clerk	.90	1.00	+5¢	.95
Stock Chaser & Stock Room Man	.80	.95	+10¢	.90
Stock Room Helpers	.75	.80		.75
Mill Room	1.05	1.10		1.05
Hand Spray 1st class	.95	1.05	+5¢	1.00
Hand SprayPainting Beginners	New Class.	.95		.90
Punch Press Set-up and Operate Hand Blanking (repeat)	.85	1.05	+15¢	1.00
Oven and Sorters, Operator	.88	.93		.88
Punch Press Operate and begninners on Hand Blanking Repeat	.80	.90	+5¢	.85
Over Tender	.85	.90		.85
Oven and Sorter, Helper	.75	.80	+5¢	.80
Clean-up and Sweeping	.75	.80	+5¢	.80
Set -up and Checkers	.95	1.00		.95
Checkers	.85	.90		.85
Set-up and Operate Hand Repeat Blanking	.85	1.05	+15¢	1.00
Set-up and Operate Hand Forming and Piercing, etc. and Single Blanking	.85	.95	+5¢	.90
Operate Hand Blanking (single) Hand Forming Piercing, etc. and Beginners on Hand Repeat Blanking	.80	.90	+5¢	.85
Clean-up, Rough Grinding, and Shaving Wirewound Strips	New Class.	.90		.85
Set-up and Operate Drawing Automatic, and Progressive Presses	1.05	1.10		1.05
Hand Screw Machines, Operate and Set-up Machines	1.05	1.10		1.05
Hand Screw Machines, Operate and Adjust and Change Tools	.95	1.00		.95
Hand Screw Machine Operate	.85	.90-1.00		.85-.95
Large Drill Press Operator	New Class.	.90		.85
Set-up and Operate	1.30	1.35		1.30
Operators	1.05	1.10		1.05
Stockers, and Helpers	.85-1.04	.98-1.09		.85-1.04
Check-out and Clean-up Men	.85	.90		.85
Sample Man	.85-1.04	.90-1.10		.85-1.05
Electrician	New Class.	1.15		1.10
Electrician's Helper, first class	.95	1.05	+5¢	1.00
Electrician's Helper, 2nd class	.80	.95	+10¢	.90
Electrician's Helper, 3rd class	New Class	.85		.80
Mill Wright Helpers	.80	.88	+3¢	.83
Millwrights	.92	1.00	+3¢	.95
Clean-up, Sweepers	.75	.80		.75

Classification of Male Employees	Present Rate	Proposed Rate		Approved Rate
Platers	.95	1.05	+ 5¢	1.00
Assistant Plater	.90	1.00	+ 5¢	.95
Bonderizing & Parkerizing	.85	.95	+ 5¢	.90
Platers' Helpers, Cleaners and Bright Dipping	.80	.90	+ 5¢	.85
Warehouse Man	.95	1.00		.95
Warehouse Helpers, First Class	.85	.95	+ 5¢	.90
Warehouse Helpers, second class	New Class.	.85		.80
Classification of Female Employees				
Oven and sorters	.67	.80	+ 3¢	.80 max
Machine Operators.	.67	.72	+ 5¢	.72
Machine Operators	.65	.70	+ 5¢	.70
Assembly Operators, Packers, Inspectors, etc.	.63	.68	+ 5¢	.68
Bullet Inspectors	.63	.72	+ 9¢	.72
Final Inspectors	.63	.70	+ 7¢	.70 min

29

1. Clipping "U.S. Rubber May Open New Plant"
2. Letter to Miss Anderson from A. J. O'Connor.
3. Pamphlet on Hospitalization Benefit Assoc.
4. Clipping from United Rubber Worker - "URW Asks 12¢ Raise, 10¢ Night Bonuses"
5. Comments
6. Agreement

29

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent A. OCONNOR

Date MCH-18-1944

Plant involved BALL BRAND PLANT
U. S. RUBBER-CO.

Name, title, address of persons interviewed Agreement Attached

STANLEY LESTER PRES - 102 E. 1st - MISHAWAKA - INDIANA
MRS. STERLING MACREADY-STEWARD-905 E. GROVE - MISHAWAKA - IND
MRS. LAVINA MALTBY-STEWARD-102 E. 1st ST- " "
MRS PEARL KINDY STEWARD-120 E. MARION " "
JEAN BODINE-STEWARD- 306 W. MARION " "
MRS DOROTHY REHBEIN - IN OFFICE OF ST. JOSEPH COUNTY - C. 10. 7265 S. MICHIGAN - SO. BEND - IND.
SHE FORMERLY WORKED AT BALL BAND PLANT-

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union UNITED RUBBER WRKS-UNION Affiliation C. I. O.
2. Local No. 65 Address 102 E. FIRST-ST-MISHAWAKA-IND.
3. How long local organized? SINCE 1935 - 8 1/4 YEARS
4. How long women members " " "
5. President's name and address, if not listed above ABOVE
6. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
	3250 -	3250 -	3250 -	3250

THE ABOVE NAMED PLANT - ONLY -

7. Union cost to worker:

	Men	Women
a. Initiation fees	$1.00	$1.00
b. Dues (specify period covered)	1.00 MO.	1.00 MO.
c. Fines (" what for)	NONE PAYMENT OF DUES FOR 3 MO. $18.00 FINE	
d. Other	" "	OVER " $25.00 "

8. Women's local union activities:

a. Union committees
ENTERTAINMENT - 4 WOMEN
POLITICAL ACTION - 3 "
EDUCATION - 1 "

b. List other committees on which women might serve:
LEGISLATIVE

c. Local union offices held by women:
NONE -

d. Attendance at union meetings:
NOT VERY GOOD - BETTER THAN FORMERLY

9. Union program and union's official attitude toward women: (Give source of comments.)
PRES. LESTER ATTITUDE - WAS FAIRLY GOOD
BUT NOT THE KIND THAT WOULD "GO TO BAT" FOR THE WOMEN.
POST-WAR - CONTRACT - PAGE 4-F.

10. What is union's attitude toward equal pay: (Give sources.)
STANLEY - LESTER STATED IF WOMEN PERFORM MENS WORK SHE IS ENTITLED TO SAME RATE OF PAY. AND UNION INSISTS UPON IT.
JEAN BODINE STEWARD SAID THE MEN IN THE PLANT WHOM SHE COMES IN CONTACT WITH, ARE OPPOSED TO WOMEN DOING MENS WORK AND RECEIVING MENS RATE. THEY JUST DONT WANT THE WOMEN ON THEIR WORK.

E. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant BALL BRAND-PLANT-U.S.RUBBER CO.

2. Address 312 N. HILL ST- MISHAWAKA- INDIANA.

3. Product SELF SEAL GAS TANKS, ARMY-RAINCOATS, DIVING SUITS, HOSE MISCEL. RUBBERITEMS.

4. How long union recognized in this plant: SINCE 1936- 7¼ YEARS

5. How long women in this plant members of union: SINCE 1936- 7¼ YEARS

6. Arrangement for payment of dues: (check one)

Checkoff TO Steward MEMBERS CAN PAY AT OWN RISK. Other PAY AT-OFFICE

7. Were women employed on production in this plant in normal times: YES-40% WERE WOMEN

8. Women's union activities in this plant:

a. Shop steward: No. men 85 No. women 45-3-CHIEF-STEWARDS

b. Grievance committees: No. men 7 STEWARDS No. women NONE

c. Contract or bargaining committees: Yes _____ No _____
7 DIVITIONAL COMPRISE-GRIEVANCE-COMM
SAME AS ABOVE No. men _____ No. women _____

d. Labor management committees: Yes ✓ No _____
No. men 5 No. women 0- HAVE HAD

e. Other union committees in plant; whether women represented:

TRANSPORTATION-COMM-

MANAGEMENT-HAVE-ONEMEMBER

UNION " " " NO WOMEN

9. Union program in this plant affecting women: (Give sources.)

NO SPECIAL PROGRAM - PRES LESTER + THE FOUR-STEWARDS.

C. Plant Practices:

1. Are there any: -

a. So called "women's jobs"? Yes ✓ No _____

b. Men's jobs on which women are employed? Yes ✓ No _____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? Yes _____ No _____

CO. HAS AN ENGINEERING DEPT. BUT THE UNION DONT HAVE AN ENGINEER CONSEQUENTLY- CO-SETS RATES- ALL ARE SUBJECT TO GRIEVANCE PROCEEDURE.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes ✓ No _____

AND

b. By bargaining? Yes ✓ No _____

c. By formal job evaluation? Yes _____ No _____

CO. MAINTAINS- AN ENGINEERING DEPT. ANY- DECISIONS FROM THEM IS SUBJECT TO NEGOTIATION.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other. STATED CO PRES LESTER- RUNS ON INCENTIVE PLAN- REALLY IT IS A PRACTICALY - ALL PIECE WORK.

ALL THE WOMEN STEWARDS STATED WOMEN SELDOM IF EVER MAKE AS MUCH AS THE MEN. WOMEN HAVE ALWAYS BEGAN AT A LOWER RATE, AND ARE KEPT AT THE LOWER RATES. THEY CLAIM A FEELING OF SEX PREJUDICE AMONG THE MEN.

5. Are women given equal seniority with men: Yes ✓ No _____
If not, explain

MAJORITY OF PLANT WORK 2 SHIFTS. A FEW. DEPT. WORK-3 SHIFTS
WOMEN WORK ON THE 3rd. SHIFT-

6. Placement on shifts: Number of shifts plant operates: 1 ____ 2 ____ 3 ✓ (2/1)
a. Number of shifts on which women are employed: 1 ✓ 2 ✓ 3 ✓
CONTRACT- PAGE 4- H.
b. Does placement depend on seniority: Yes _____ No _____
Explain: SOME WOMEN PREFER- NIGHT-SHIFT. IF DAY SHIFT VACANCIES, AND NO APPLICATIONS FOR TRANSFER, CO. MAY HIRE NEW HELP FOR DAY SHIFT. IN TRANSFERING- QUALIFICATION AND SENIORITY PREVAILS.

7. Rest periods:
a. Does plant allow formal rest periods: Men YES Women YES (2/1)
b. If so, are they paid for: Men NO Women NO
c. If deducted:
(1) By hourly rate differential: Men _____ Women _____
(2) By deduction for amount of time involved: Men _____ Women _____
EMPLOYEES- WHO WORK- INDIVIDUALY- HAVE 15 MIN- A.M. NO REST PERIOD- P.M.
EMPLOYEES- WHO WORK IN GANGS- OR GROUPS, HAVE 10 MIN A.M. & 5 MIN- P.M. ALL PIECE WORK.

8. Lunch periods:
a. Length of lunch period: Men _____ Women _____
b. Paid for: Men NO Women NO
c. If sex differential, give reason:
DEPT- WHO RUNS NO NIGHT SHIFT- HAVE 1 HOUR-LUNCH PER
" " " 2 " " " 1/2 " LUNCH-PERIOD
" " " 3 " " 18 MIN. " "
~~NO~~ SAME FOR MEN & WOMEN.

9. What is plant practice in regard to pregnancy:
a. No policy: _____
b. Discharge _____
c. Leave of absence ✓
(1) If yes, what is time limit 6 MO. MAY BE RENEWED.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of women: (Check one.)
a. Time _____
b. Piece ✓

2. Are jobs and rates specifically listed by male and female: Yes ✓ No _____
THE WOMEN SAY-NO

3. In jobs employing both men and women, are rates the same? Yes _____ No _____

E. War Labor Board Case

1. Title of case _____ Regional number_____

2. Status of case:
   a. Pending before: Regional Board_____, National Board_____

   b. Settled by: Regional Board (date) May-43 National Board (date)_____

DID NOT HAVE COPY OF W.L.B. ORDER
THE PRESIDENT - GAVE ME - THIS INFORMATION

3. Type of case: Voluntary _____ Dispute _____

4. Was case brought at time of negotiation of contract? Explain.

5. What led to union taking it to W. L. B. Explain background of case:

6. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

ISSUE OF EQUAL PAY WAS INVOLVED (?)

See following page — question 8

7. W. L. B. Ruling.

A GENERAL INCREASE OF 3¢ PER-HOUR - RETROACTIVE FROM MAY-1942

8. If equal pay was ordered, when did it become effective: (Check one)
   a. On date of expiration of contract _____
   b. On date of certification to W. L. B. _____
   c. On date of W. L. B. decision _____
   d. Not yet in effect _____

NOT AN ISSUE

9. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

IT IS IN EFFECT

10. How did women workers benefit from case?

SAME AS MEN- 3¢ PER HOUR INCREASE.

F. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule ✓

b. Date contract expires MAY-1-1943-CONTINUE-FOR YEARLY CONTRACT- PAGE 7-BOTTOM-OF PAGE. PERIODS.

c. Kind of contract: (check)
(1) Closed shop
(2) Open shop ✓
(3) Preferential

d. Does contract contain maintenance of membership clause: Yes ✓ No ____
CONTRACT- PAGE-8-

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No ✓
(1) If not, rates: Men 63¢ P.H. After WLB Women 63 P.H. After WLB
After WLB CONTRACT-CHANGED TO ABOVE RATES- CONTRACT PAGE 3-SECT-3-
Contract before WLB 60¢ men 55¢ women

b. Automatic progression policy: Yes ✓ No _____
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain
TECHNICALY THEY PROGRESS THE SAME. BUT WOMEN BEGIN AT LOWER RATES AND REMAIN AT LOWER RATES.
CONTRACT- PAGE 3-SECT-3-4

c. Does contract prohibit wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No ✓
(2) By equal pay clause: Yes _____ No ✓
(3) By rate of job regardless of sex: Yes _____ No ✓

d. Does contract openly discriminate against women: Yes ✓ No _____
If so, explain:
CONTRACT- PAGE 3-SECT-3-4-
BY-LOWER HIRING-RATE. ✓
" " WAITING TIME RATE ✓

e. No mention of "women" in contract: Yes ✓ No ~~✓~~ Explain.
BUT-SAYS- FEMALE
CONTRACT- PAGE 3-SECT-3-4

3. Seniority: NO MENTION IS MADE INCONTRACT ABOUT PLANT WIDE. OR DEPARTEMENTAL CONTRACT- PAGE 3- ART-3

a. Types of: Plant wide _____ Departmental SENIORITY-

b. Does contract limit women's seniority rights?

(1) To other women: Yes _____ No ✓

(2) To the duration only: Yes _____ No ✓

(3) If any seniority provision different for men and women, explain:

THE WORD EMPLOYEE IS USED THRUOUT THE SENIORITY- CLAUSES.

CONTRACT- PAGE 3- ART-3 - SENIORITY

4. Working Conditions:

a. Does contract provide rest periods: Men NO Women NO

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No _____

CONTRACT- PAGE 4- ART-4-

(1) Maximum length 6 MO.
(2) Length of service necessary to get maximum 1 TO 6 MO OF SERVICE

CONTRACT- PAGE 4- ART-4- C.

persons.

U. S. RUBBER MAY OPEN NEW PLANT

ST. BEND TRIBUNE

Firm Takes Option on Building in Ligonier.

MCH: 16-44

The responsibility of supplying 30 per cent of the rainwear for the armed forces has led the U. S. Rubber company to take an option on the Hussman-Ligonier building in Ligonier, Ind., as the site for a new factory to relieve the company's plant in Mishawaka. The opening of a Ligonier plant depends on the company's ability to get 300 women and 100 men from the Ligonier area to work in the plant by April 1 and the final approval of the war manpower commission.

Although the company's Mishawaka plant has supplied millions of pieces of rainwear to members of the armed forces since Pearl Harbor, the war orders have become so large that the company has found it necessary to expand its facilities from the standpoint of floor space as well as personnel.

The company's laboratories have perfected a formula for manufacturing waterproof rainwear from synthetic resin without the use of natural rubber.

LOCAL 65 URWA

H
B
A

THE HOSPITALIZATION BENEFIT ASSOCIATION

Licensed and Operated Under the Jurisdiction of the Indiana Department of Insurance

Chartered, May, 1940

YOU CAN NOW PLAN FOR HOSPITAL CARE

- For Yourself
- For Your Family
- For Other Dependents

In Your Own

ST. JOSEPH COUNTY UNIT OF INDIANA'S

NON-PROFIT ● FRATERNAL

COMMUNITY GROUP

HOSPITALIZATION PLAN

BALL-BAND.

TRAVIS PEARSE, Regional Director

Regional Hdg. **Tel. 3-9461**

512 City National Bank Building **South Bend, Ind.**

WHAT YOU GET

IN A
"PLAN HOSPITAL"

1. Twenty-one days of hospital care each year for you, and twenty-one days for every enrolled member of your family.
2. Technical X-rays.
3. Routine laboratory examinations.
4. Use of the operating room.
5. Ordinary drugs and dressings.
6. Anesthesia (when administered by the hospital).
7. Maternity care after husband and wife have been members for 12 months.
8. $100.00 Death benefit for all adult members (ages 19 to 65 years inclusive).

You may enroll as a subscriber for Ward accommodations (three or more beds in a room) or for Semi-private accommodations (not more than two beds in a room). You may obtain a private room on payment of the difference between the hospital's established rate for a private room and the established rate for the accommodations to which your Contract entitles you.

"NON-PLAN HOSPITALS"

In other than PLAN HOSPITALS, the contract provides payment of the hospital bill for 21 days in any hospital anywhere. The amount paid in such cases is $4.50 per day for Ward Service membership and $6.00 per day for Semi-Private Service Membership. Allowance is also made to pay the operating room charge up to $10.00 for both services, $5.00 for Anesthesia, $10.00 for Technical X-Rays in Semi-Private and $5.00 in Ward Service Memberships. Anesthetic and X-Rays must be rendered by the Hospital and not as professional services. If any of the latter three services are not required the stipulated amounts may be used for any other charges made by the hospital (except room service), the total amount of which shall not exceed $25.00 such as: metabolism, electrocardiograph, splints, drugs, dressings and laboratory service. Any amount saved on room charges may be used likewise or to pay for additional days, but not for X-ray, operating room or anesthesia.

This Is The Cost

"WARD SERVICE" MEMBERSHIP

Rates	Monthly	Quar.	Semi-An'lly	An'lly
Individual	**$0.75**	$2.10	$4.10	$ 8.00
*Husband & Wife	**1.35**	3.90	7.60	15.00
Husband & Wife & All Eligible Children	**1.85**	5.25	10.20	20.00
For Each Additional Adult Individual	**$0.75**	$2.10	$4.10	$ 8.00

"SEMI-PRIVATE" ROOM MEMBERSHIP

Rates	Monthly	Quar.	Semi-An'lly	An'lly
Individual	**$0.90**	$2.60	$5.10	$10.00
*Husband & Wife	**1.65**	4.85	9.60	19.00
Husband & Wife & All Eligible Children	**2.25**	6.50	12.70	25.00
For Each Additional Adult Individual	**.90**	2.60	5.10	10.00

*This rate also applies to a widowed, divorced or separated parent with one child. Eligible children 3 months to 19 years.

NO REGISTRATION FEES

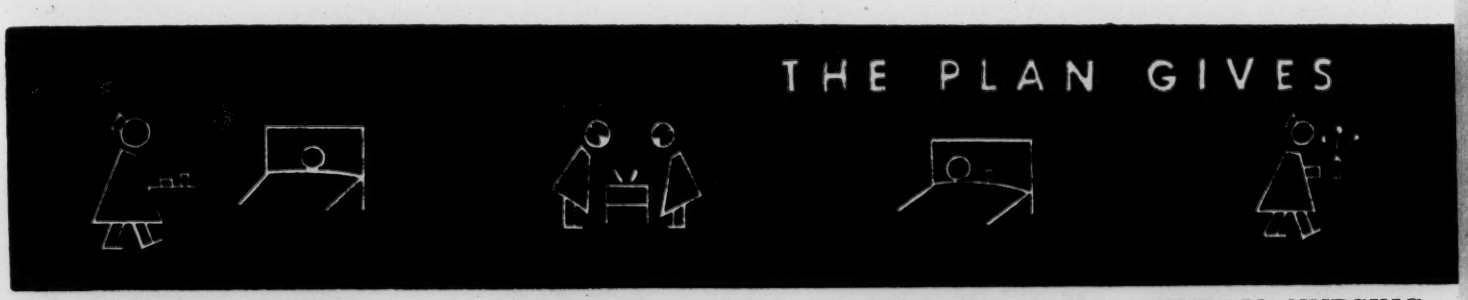
How You May Enroll

To enroll in this non-profit hospital plan you must join as one of the group formed at your place of employment. There are no residence requirements.

The minimum size of the group depends on the number of persons eligible at your place of business. The minimum is determined by a sliding scale designed to give a normal cross-section, and it runs from 100% if less than 10 persons are eligible to 40% if more than 100 persons are eligible. A telephone call will bring a representative or detailed information to your group.

Maternity Benefits

Maternity benefits and any illness or condition resulting from pregnancy will be provided after both husband and wife have been members of the Association for at least twelve months. These benefits provide a flat rate of $60.00 for Semi-Private room service and $50.00 for Ward room service.



This Is The Cost

"WARD SERVICE" MEMBERSHIP

Rates	Monthly	Quar.	Semi-An'lly	An'lly
Individual	**$0.75**	$2.10	$4.10	$ 8.00
*Husband & Wife	**1.35**	3.90	7.60	15.00
Husband & Wife & All Eligible Children	**1.85**	5.25	10.20	20.00
For Each Additional Adult Individual	**$0.75**	$2.10	$4.10	$ 8.00

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Maternity Benefits

Maternity benefits and any illness or condition resulting from pregnancy will be provided after both husband and wife have been members of the Association for at least twelve months. These benefits provide a flat rate of $60.00 for Semi-Private room service and $50.00 for Ward room service.

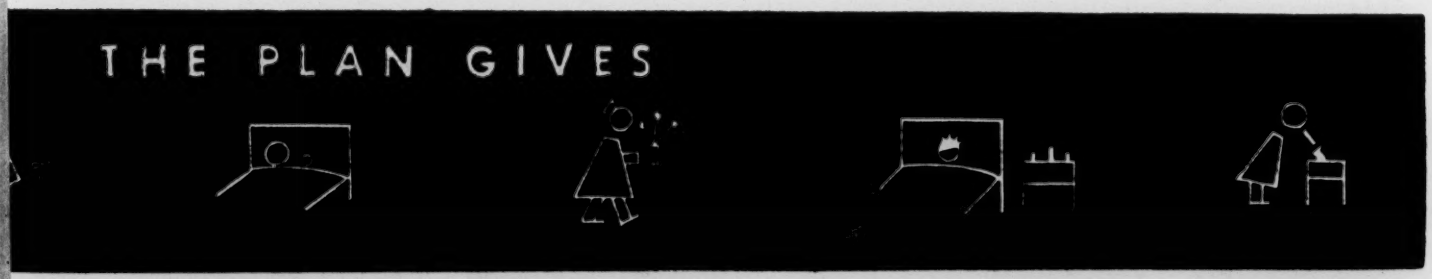
Why You Should Join

We know that going to the hospital today is farthest from your mind, yet tomorrow a misstep in traffic, an auto accident, or a sudden attack of illness may send you or a member of your family there very unexpectedly. Last year, one family out of every five in the United States found it necessary to use hospital facilities. Very few knew a month or even a week in advance that hospital care would be needed and still fewer were prepared to pay the bill. Emergency bills disrupt the family Budget, and this plan is the answer to that ready cash problem—too, our members enter hospitals at the RIGHT time which means lives saved and suffering alleviated.

The operation of this program in industry is having a beneficial effect upon the attitude of the employer to his staff. No thoughtful employer can be indifferent to the burden of expense which illness places upon the pocketbooks of his employees. Assistance must be given harassed employees by loan, gift or an advance of wages. Any such form of relief is a bit embarrassing to all concerned. Our member is under no such obligations. The bill is paid for him to the satisfaction of his employer and his fellow workmen.

You and your physician choose the hospital. Your own physician determines when you are to enter and when you are to be discharged. Present your identification card when entering and the hospital will send the bill to this Association for payment. No red tape.

Services are provided for any illness or injury now treated in any general hospital and protection starts on the effective date of your contract. Conditions and services not included are: pulmonary tuberculosis, mental diseases, industrial compensation cases, diagnosis, observation and oxygen, serum, vaccines, orthopedic appliances, X-ray therapy and blood transfusions. (Our records indicate that less than 3% of all reported cases fall within these exclusions).



Change of Employment or Residence

does not affect either the rates or benefits of your membership; you may keep your Contract in force by making your payments direct to any office of this Association.

THIS IS YOUR OWN ASSOCIATION

The Hospitalization Benefit Association is chartered under the fraternal laws of Indiana as a Non-profit Fraternal Association operating as a bona-fide non-profit community plan under the supervision of the Department of Insurance of the State of Indiana.

Each member has a voice and vote in the conduct of the Association through a legislative type of government. Reserves are set aside from the membership income and the funds are handled under the jurisdiction of the Indiana Insurance Department. Surpluses accrued belong to the members and may be used to lower premium rates or increase benefits. The local governing Board Members serve without pay and no em ployee is on other than a salary basis.

South Bend Board Members

IVAR HENNINGS
Chairman South Bend Bait Company

BERNARD J. VOLL
President Sibley Machine and Foundry Corporation

WILL WELBER
President Robertson Bros., Inc., Dept. Store

CONRAD R. ADAMS
President Adams Engineering Tool & Die, Inc.

FRANK E. ALLEN
Superintendent of Schools

RICHARD A. MUESSEL
Real Estate

LEONARD O. ZICK
Zick, Price & Co., Accountants

LEE H. MATTES
President, Mastic Asphalt Corp., Inc.

H. C. HINDS
Treasurer, Mastic Asphalt Corp., Inc.

JOHN M. DUNNUCK
Secretary, G. E. Meyer & Son

GEORGE V. BENNETT
Mgr., Northern Indiana Public Service Co.

A. C. SIMON
Vice President, Simon Bros., Inc.

CHESTER R. MONTGOMERY
Montgomery & Montgomery, Attorneys

GEORGE G. HARRISON
President, Harrison & Austin, Inc.

RALPH S. SOLLITT
President, Sollitt Construction Co., Inc.

REV. CHARLES TUPPER BAILLIE
Minister 1st Presbyterian Church

OFFICIAL HEADQUARTERS

409 Circle Tower • Indianapolis 4, Indiana

H. B. A. QUIZ

1. What is the Hospitalization Benefit Association?
   It is a Non-Profit Community Group Hospitalization Plan, licensed and operating under the jurisdiction of the Indiana Department of Insurance.

2. Is it possible to join individually?
   No. All subscribers must enroll through their own group of employees.

3. Is a physical examination required?
   No.

4. Whom may I list as dependents?
   Your wife or husband, children and adults living in your home.

5. Do members have choice of hospitals?
   Yes, any general hospital anywhere.

6. How am I identified at a hospital?
   By presenting your identification card.

7. Do I have to pay my hospital bill and collect from you?
   No. We pay the bill for you directly to the hospital under terms of the application and membership certificate.

8. May I have a private room?
   Yes, by paying the difference between the private room rate and the rate covering the accomodations to which your contract entitles you.

9. Is it possible to enter a hospital more than once within a year?
   Yes, each person covered under the contract is entitled to 21 days per year. These days may be used in one or several admissions to one or more hospitals.

10. Are there any waiting periods?
    No, except for maternity which is 12 mos.

11. May I keep the plan if I change employment?
    Yes, by paying directly to our office. Once a member, always a member, as long as membership dues are paid.

12. Is the plan affected by Health and Accident Insurance?
    No, the contract is not affected by any benefit to which a member may otherwise be entitled.

13. If I am in an accident, is emergency treatment included?
    Yes.

14. Why is group enrollment required?
    To spread the risk, due to non-restricted benefits.

15. Does Plan affect Workmen's Compensation?
    No. Under the Indiana Workmen's Compensation law, employee is protected for injury only while on duty. If such injury requires hospitalization the bill is paid directly to the hospital by the state. If not, Hospitalization Benefit Association pays the bill for all services as provided in its contract.

16. If any in my group cancel, may I continue?
    Yes, your benefits will be continued so long as your premiums are paid.

United Rubber Worker

OFFICIAL PUBLICATION UNITED RUBBER WORKERS OF AMERICA — CIO

Volume 9—Number 3 | MARCH 1944 | Price 5 Cents

URW ASKS 12c RAISE, 10c NIGHT BONUSES

CALLS FOR SERVICEMEN'S BONUS AND JOBS FOR DISABLED VETERANS

CLEVELAND—Protection for both workers and servicemen is called for in the wage program unanimously adopted by the first national URWA Wage Conference held here last month.

Representatives of 89 local unions, meeting together with the International Officers and the General Executive Board, adopted a program calling for a general wage increase of 12c an hour throughout the entire industry with a night bonus of 10c an hour.

For servicemen the conference called for payment of a bonus for all employees entering the armed services amounting to at least one month's pay at average earnings.

It also recommended the setting up of a joint fund to pay benefits to dependents of servicemen who need assistance, and for special contract provisions to ensure reemployment of disabled veterans.

MAINTENANCE, MILL MEN

To help break serious bottlenecks in the rubber production program the conference asked that the War Labor Board establish a special panel or a special arbitrator to consider additional wage adjustments for skilled maintenance employees and mix mill operators.

"The program adopted by the wage conference is a sound constructive program. It will help to mobilize the rubber workers of the nation fully behind the war effort," declared President S. H. Dalrymple at the end of the sessions.

"The program is designed to restore the balance between wages and prices which the Little Steel formula was sup-

(To page 8, col. 4)

URW ASKS 12c RAISE, NIGHT BONUS, AID FOR SERVICEMEN

(From page 1, col. 4)

posed to effect.

"Through its special provisions for servicemen it emphasizes again the common interest between the workers of the nation and their fellow workers in uniform.

"The conference indicated that the unions are not only striving to protect the jobs and the wages to which the servicemen will return, but are also striving to ensure security for servicemen right now."

OTHER DEMANDS

In addition to wage adjustments, the conference also asked for paid lunch periods of a minimum of 20 minutes; uniform vacation provisions providing for at least one week's vacation after one year's service and two week's vacation after three years' service; severance pay for employees in plants where operations are discontinued and extension of hospitalization insurance to workers.

The delegates decided that the issues relating to the general wage increase, night bonus, maintenance and mixed mill men, lunch periods and vacations should be submitted to the National War Labor Board while the other objectives should be sought through collective bargaining.

The conference instructed that the decisions of the War Labor Board as they relate to rubber should also apply to workers in munitions, cork, plastics, floor covering and other allied products who are represented by the URWA.

General proposals covering the wage issues were submitted to the conference by the General Executive Board. A sub-committee was appointed consisting of: George Cummins, Local 65; Elton Gladney, Local 222; W. I. Vaught, Local 2; E. H. Little, Local 7; Harold House, Local 19; Leo Desautels, Local 11; George Bass, Local 5; R. H. Routon, Local 186; H. R. Lloyd, Local 6; L. S. Buckmaster Local 7; and Sherman L. Hardaway, Local 131.

This sub-committe drew up the detailed proposals which were then ratified after thorough discussion by the delegates.

#29

HERE IS COMPLETE TEXT OF URWA WAGE PROGRAM

FOLLOWING is complete text of the wage program unanimously adopted by the Wage Conference of the URWA-CIO, meeting in Cleveland last month.

ALL-OUT production of rubber goods is a vital necessity towards winning this war. The government has called upon the industry and its workers to cooperate in a vastly increased production schedule for this year. To help meet that schedule the Union has pledged full support to the government's efforts and has already initiated important steps to help meet the schedule. The Union has also demonstrated its responsibility toward maintaining continuous and uninterrupted production. The United Rubber Workers of America realize that the government program cannot be fully met under existing provisions of the wage stabilization decision for the rubber industry. The war production needs of the rubber industry demand that steps be taken to increase wages in the industry to help the workers meet sharply rising living costs.

The Conference decided that the United Rubber Workers of America adopt the following program with respect to wage demands. It will be noted that the program is divided into two parts. The first part consists of those questions which should be promptly pursued to the point of final determination by the National War Labor Board. The second part is composed of items which we should seek to attain through the process of collective bargaining but which the conference does not recommend be carried to the National War Labor Board at this time.

As to those items which should be submitted to the National War Labor Board for final decision, the Conference adopted the following:

I. GENERAL WAGE INCREASE

The Conference recognizes the fact that living costs have exceeded the 15% figure which is the basis upon which the NWLB made its computations in the Big Four decision.

A dispute exists at this time concerning the actual increase in living costs. The Bureau of Labor Statistics of the U. S. Department of Labor expresses one opinion. The labor members of the cost-of-living committee created some months ago by President Roosevelt express another opinion about the extent to which living costs have risen.

In recent months a number of objections have been made to the method employed by the Bureau ~~ration of the time in its computa~~ attempt to allow for increases in the cost of living which comes from an increase of consumption. That is, the index refers only to unit costs, say, to the price of a dozen eggs, and if, because you are now making more money, you eat more eggs, the index will not reflect this increase in your "cost of living." Also it does not reflect higher costs resulting from your changing, either through choice or from necessity, to better-quality products. If you start using better-grade eggs, or better cuts of meat, this increase in your outlay will not be reflected in the index.

Therefore, the recent job done by the USA-CIO fills a long felt want. They selected 1,500 families from various districts throughout the United States and sent out a large group of trained investigators to thoroughly check the living costs of these steel workers' families. In order to safeguard against destructive crticism, they secured the cooperation of the Bureau of Labor Statistics, U. S. Department of Labor, Washington, to the extent that the department which is responsible for the atrocious cost of living index, which has been wished upon us during the last few years, actually compiled a questionnaire which was used by the Steel Workers to secure their realistic picture of the true situation.

COMPLETE SURVEY

The completeness of this survey can be appreciated when you understand that an investigator frequently spent as much time as a single day with one family in order to get the required information. No one has been successful in criticizing the results thus obtained.

And what are these results? Briefly, they are these. That the percentage price increases from January, 1941, to December, 1943, upon all commodities, total 43½% instead of the Bureau of Labor Statistics' index figure which is practically 23½%.

The CIO report compared with the Bureau of Labor Statistics' Index follows:

	CIO Report	BLS Index
Food	74.2	40.2
Clothing	72.2	33.7
Rent	15.0	3.0
Fuel, etc.	8.6	8.6
House furnishings	62.0	27.8
Miscellaneous	15.9	15.9
All commodities	43.5	24.3

The War Labor Board's tenacity in clinging to the antiquated "Cost of Living Index," and outgrown "Little Steel Formula," has caused many injustices among the wage earners of this country. For instance, the War Labor Board's seventh monthly report flagrantly admits this defective judgment. In September, 1943, more than a fourth of the employees involved in Wage Adjustment bases before the War Labor Board EARNED

bonus of 5c per hour represents a total of 17c per hour.

3 In the event the War Labor Board refuses to grant a night shift differential, then the general wage increase to stabilize wage rates with the actual increase in the cost of living should be 17c per hour.

SKILLED MAINTENANCE EMPLOYEES AND MIX MILL MEN:

The conference recognizes that a special problem exists with respect to skilled maintenance employes and mix mill men. The Conference is of the opinion that additional rate adjustments over and above the general wage increase and the night shift bonus are not only justified but absolutely necessary respecting skilled maintenance employees and mix mill men.

(a) SKILLED MAINTENANCE EMPLOYES

Prior to January 1, 1941, skilled maintenance employees enjoyed a wage differential somewhat in excess of the average earnings of production employees. Skilled maintenance employees are for the

and reasonable wage demand must be made.

The Board has heretofore decided in the Big Four case that wage stabilization should be effectuated on an industry-wide basis. Upon that basis the Board made a calculation and rendered a decision which brought up wage rates on an industry basis to 15%.

Using the foregoing figure of 34% as a reasonable figure indicating the actual rise in the cost of living and having heretofore received on an industry basis the 15%. a differential between wage

PVT. HERBERT DAWSON, looking very determined as one of Uncle Sam's fighting men, stationed at Camp Barkeley, Tex. Dawson formerly was Organizational Director of Ordnance.

through giving employees an opportunity to break the tension and strain of continuous work.

III. VACATION POLICY

A variety of vacation plans exist in the various plants of the industry. It is desirable that uniform vacation provisions be established. The Conference, therefore, decided that the following minimum vacation provisions be sought on an industry-wide basis.

(a) One week's vacation after one year's service.

(b) Two weeks' vacation after three years' service.

(c) Eligibility for vacation privilege to be computed from the date of hire.

(d) That vacation allowances be fixed on the basis of 2% of earnings for those after one year's service and 4% of average earnings for those of three years' service, or on the basis of the number of hours in an agreed upon work week at the regular straight time average earnings of each employee.

Subjects for Collective Bargaining But Not For Submission to the War Labor Board

The Conference believes that the following subjects should be sought by the various Local Unions of the United Rubber Workers of America. Attempts should be made to negotiate their collective bargaining contracts to attain contract provisions covering those matters hereinafter outlined. The Conference feels that while these matters should be sought by our Local Unions in collective bargaining negotiations, it also feels that the War Labor Board should not be requested to consider these questions at this time as a part of the problems of the Board related to wage stabilization.

IV. SERVICEMEN

The second item on the agenda of February 18, 1944, under wage questions related to proposed

obtain adequate contract provisions to insure re-employment of disabled veterans.

The Conference feels that contract clauses should be sought which will require the re-employment in suitable jobs of disabled employees even though such disabled veterans are not able to make application for employment within the period provided for in the Selective Service Act. In many instances disabled veterans will be unavoidably prevented from making application or will be unable to make application for employment within the 40-day period provided in the Selective Service Act.

It is the opinion of the Conference that we owe a definite obligation to make special provisions in our collective bargaining agreements to insure employment of

SAY FOR IS PLAYING

WOMEN'S BUREAU
MAR 20
DEPARTMENT OF LABOR

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

South Bend Ind
March 18- 44

Dear Miss Anderson:-

The Dodge Mfg Co in Mishawaka-Ind is organized by The steel Wkrs LOCAL 1191 C.I.O. -105 E. 1st St. Mishawaka-Ind. I visited the local office. Spoke to Gordon Olsen Treas. He said there were about 60-70 women in plant. They have 5 women Stewards and one acting chief Steward. Women who do their own set up receive mens rates. women make up to 85-90¢ hr. Highest classification for men is $1.10 per hr. women do not do their Type B work.

Im going home for the week end and next week join May Bagwell in Indianapolis Ind.

What happened to the folder May Bagwell sent in, ideas for a leaflet for trade union women. Maybe it sounded like union propaganda. Sincere Best Wishes

Agnes J. O'Connor

OVER

There were no A. F. L. locals with women members in in Mishawaka. - Ind.

. BALL BAND - PLANT - MISHAWAKA - IND
& UNITED RUBBER - WRKS - LOCAL 65 - C.I.O.

Stanley Lester Pres. was elected in Jan 44. The local has had women on Ex. Bd. and a women Rec. Sec. but somehow no women offices at present. Had a women on grievance comm. two years ago, she left and no women was elected in her place. Lester said women were more punctual then men. He is going to try and appoint 50% women on all committees. They are kind of lax in attending meetings. He said all jobs are classified, and any changes or upgrading is handled by the Stewards, who know ability and seniority of the employees in their respective Dept's. He stated the union & Co. negotiated pay for women while temporary ill, that is when they have to leave their jobs and lay down in the nurses office say for an hour or hour & half. Her rate of pay while resting is 80% of her base rate. Lester also stated 66.5 PER-HOUR. is practically the highest rate for women. The local runs entertainments to raise money for cigarettes for the service men, there being 1800 from this plant. Women help in this Comm. The local own their own building, 2 stories on a corner & rent out stores on the ground floor.

Jean Stewards Bodine who worked 17 yrs. for the Co. stated Co. is putting up new lasting machines for shoes and women are put to operate them at much lower rate than the men receive. She also said men & women perform same kind of work but on different floors, one floor will have a mans, rate, another floor where women do the work there is a womens rate much, much lower. She stated womens highest base rate is 66.5 per hr. & mens highest base rate is 90-92¢ per hr. I presume they do different kind of work. There is an incentive rate or piece work.

2.)

Mrs. Rebbein who at present is in the office of St. Joseph County C.I.O. but was formuly employed at Ball Band Plant. She stated women were hired at 50¢ hr when she worked there. She quitt when Co. began hiring colored men to work among the girls, she used to work in a group or gang, the colored men would not hold up their end of the load and expected the women to help them out, That was too much for her then she quitt.

Mrs Macready worked for Co - 16 yrs, Mrs Kindy worked 20 yrs for Co. Mrs Maltby did not state how long. They all expressed the feeling the union had done a marvelous job in organizing the plant. Conditions were very bad and wages low. The union was given credit for the back pay they received in 1943. There are however much more to be done for the women. They all complain about not giving the women a fair break. The women stewards claim new women employees will not stay because of the low rates, and the work is dirty. Other plants in So. Bend pay much higher begining rates. They themselves feel they have many years of seniority and after the war they will have a job.

Pres. Lester also stated, The Co. and the union agreed to ask approval of W.L.B. to
raise womens beginns rate from 53 to 58¢ per hr
" mens " " " " 63 " 70 "
also increase for guards
and to equalize the rates in the mill room (all men employed)

The women stewards did not seem to know about this arrangement.

30.

1. Comments
2. WLB Order of approval
3. WLB Report of Recommendation
4. Agreement

30

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent A. O'CONNOR

Date MCH-18-1944-

Plant involved ELECTRO-VOICE MFG-CO-SO.BEND-IND
Agreement Attached

Name, title, address of persons interviewed
MRS ALICE TRAVIS. PRES. 324½ W. MADISON-SO. BEND-IND
MARTHA MC-GRUE-STEWARD-1209 N. KENTUCKEY-SO.BEND-IND
CLARA BENZER-MEMBER R.R.2, BOX 466 SOUTH.BEND-IND
FRED GARDNER INT. REP. 111½ E. MAIN ST. FT. WAYNE-IND

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union UNITED-ELECTRICAL-RADIO, MACHINE-WRKS-OF AMERICA Affiliation C. I. O.
2. Local No. 927 Address 919 So. MICHIGAN-SO.BEND-IND.
3. How long local organized? 1942-1½ YEARS
4. How long women members 1942-1½ YEARS
5. President's name and address, if not listed above ABOVE
6. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
ONE-COMPANY-5	325		5	325

CO. HAS TWO PLANTS-ONE OF WHICH EMPLOY-30 PEOPLE-I LUMPED-THE-TOTAL-EMP.

7. Union cost to worker:

	Men	Women
a. Initiation fees	~~$~~ 2.00	~~$~~ 2.00
b. Dues (specify period covered)	1.00 MO	1.00 MO
c. Fines (" what for)	NONE ATTENDANCE FOR 1 MONTH- 25¢ FINE	
d. Other	" " " 3 "	$ 1.00 "

8. Women's local union activities:

a. Union committees

NO COMM. SO FAR.

b. List other committees on which women might serve:

WOMEN- WILL BE ON ALL COMM. WHEN THEY ARE FORMED.

c. Local union offices held by women:

ALL OFFICERS.

PRES REC. SEC. EX.BD. MEMBERS
V. PRES. FIN. SEC. TRUSTEES
SARGANT-AT-ARMS

d. Attendance at union meetings:

VERY GOOD

FINE FOR NON ATTENDANCE (SEE ABOVE)

9. Union program and union's official attitude toward women: (Give source of comments.)

Post War Period. SENIORITY- WILL PREVAIL | SURELY- WHEN WOMEN DOMINATE IN NUMBERS- THERE SHOULD BE NO QUESTION OF ATTITUDE.

10. What is union's attitude toward equal pay: (Give sources.)

FRED GARDNER- INT. REP. WAS- ABSOLUTELY FOR EQUAL PAY. NOT A QUESTION IN THIS PLANT. ONLY- 5 MEN IN WHOLE PLANT.

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant ELECTRO VOICE MFG CO
2. Address 1239 SOUTH BEND AVE SOUTH BEN-IND
3. Product MICRPHONES
4. How long union recognized in this plant: FIRST-CONTRACT-IN-1943-1YR
5. How long women in this plant members of union: 1½ YEARS
6. Arrangement for payment of dues: (check one)

   Checkoff _____ Steward ✓ Other _____
7. Were women employed on production in this plant in normal times: YES
8. Women's union activities in this plant:

   a. Shop steward: No. men NONE No. women 4

   b. Grievance committees: No. men NONE No. women 5

   c. Contract or bargaining committees: Yes ✓ No _____
      No. men NONE No. women 5

   d. Labor management committees: Yes _____ No ✓
      No. men _____ No. women _____

   e. Other union committees in plant; whether women represented: _____

NO OTHER UNION COMM. IN PLANT

9. Union program in this plant affecting women: (Give sources.) _____

NO SPECIAL PROGRAM. MRS ALICE TRAVIS - PRES
MARTHA MC-GRUE - STEWARD

C. Plant Practices:

1. Are there any: -

   a. So called "women's jobs"? Yes _____ No ✓

   b. Men's jobs on which women are employed? Yes ✓ No _____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? Yes _____ No ✓

3. How is comparability of women's work on men's jobs determined:

   a. By decision of management? Yes ✓ No _____

   b. By bargaining? Yes ✓ No _____

   c. By formal job evaluation? Yes _____ No _____

   IT REALLY IS NOT A FACTOR-

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

   DONT APPLY- ONLY-5 MEN-IN-PLANT-

   If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

   DONT APPLY

5. Are women given equal seniority with men: Yes ✓ No _____
If not, explain

IT REALLY DONT APPLY- 5 MEN TO - 325 WOMEN

6. Placement on shifts: Number of shifts plant operates: 1 ____ 2 ____ 3 ✓
a. Number of shifts on which women are employed: 1 ____ 2 ____ 3 ✓

b. Does placement depend on seniority: Yes _____ No ✓
Explain:

IF VACANCIES ON DAY SHIFT, AND NO APPLICATION FOR TRANSFER, NEW HELP ARE HIRED FOR DAY-SHIFT.

7. Rest periods:
a. Does plant allow formal rest periods: Men YES Women YES
b. If so, are they paid for: Men YES Women YES
c. If deducted:
(1) By hourly rate differential: Men _____ Women _____
(2) By deduction for amount of time involved: Men _____ Women _____

8. Lunch periods:
a. Length of lunch period: Men 30 MIN Women 30 MIN
b. Paid for: Men YES Women YES
c. If sex differential, give reason:

9. What is plant practice in regard to pregnancy: AS FAR AS THE PRES. KNEW
a. No policy: _____ CO. ALLOWS WOMEN TO WORK AS
b. Discharge _____ LONG AS THEY- CAN.
c. Leave of absence _____
(1) If yes, what is time limit _____ NO-CASE SO FAR.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of women: (Check one.)
a. Time ✓
b. Piece _____

2. Are jobs and rates specifically listed by male and female: Yes _____ No ✓

3. In jobs employing both men and women, are rates the same? Yes ✓ No _____

CASE NO. 22,789

E. War Labor Board Case

1. Title of case ELECTRO-VOICE MFG. CO. INC. SOUTH BEND IND. Regional number 6

2. Status of case:
   a. Pending before: Regional Board _____, National Board _____
   b. Settled by: Regional Board (date) DEC. 30, 43 National Board (date) _____

3. Type of case: Voluntary ✓ Dispute _____

4. ~~Was case brought at time of negotiation of contract? Explain.~~ Cont.

5. ~~What led to union taking it to W. L. B. Explain background of case.~~ Cont.

6. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain. IN FULL -

LUNCH PERIOD PAY
WAS THE ONLY ISSUE

7. W. L. B. Ruling.

APPROVED PAID LUNCH PERIODS.

8. If equal pay was ordered, when did it become effective: (Check one)
   a. On date of expiration of contract _____
   b. On date of certification to W. L. B. _____
   c. On date of W. L. B. decision _____
   d. Not yet in effect _____

NOT APPLY

9. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

IT IS IN EFFECT

10. How did women workers benefit from case?

RECEIVED PAY FOR LUNCH PERIOD

F. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule _____

b. Date contract expires _____

c. Kind of contract: (check)
(1) Closed shop
(2) Open shop
(3) Preferential

d. Does contract contain maintenance of membership clause: Yes_____ No_____

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No _____
(1) If not, rates: Men _____ Women_____

b. Automatic progression policy: Yes _____ No _____
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain

c. Does contract prohibit wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No _____
(2) By equal pay clause: Yes _____ No _____
(3) By rate of job regardless of sex: Yes_____ No _____

d. Does contract openly discriminate against women: Yes_____No_____
If so, explain:

e. No mention of "women" in contract: Yes _____ No _____ Explain.

3. Seniority:

a. Types of: Plant wide _____ Departmental _____

b. Does contract limit women's seniority rights?

(1) To other women: Yes _____ No _____

(2) To the duration only: Yes _____ No _____

(3) If any seniority provision different for men and women, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men _____ Women _____

b. Contract provision for lunch period:

(1) No provision _____
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes _____ No _____

(1) Maximum length _____
(2) Length of service necessary to get maximum _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with _____

(2) Verified by reference to contract _____

(3) Contract attached to schedule ✓

b. Date contract expires AUGUST-14-1945

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other - UNION SHOP ✓ CONTRACT-PAGE 1-SECT-2

? 2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ✓ No _____ CONTRACT-PAGE 4-SECT-19

(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes ✓ No _____

(1) If such policy, same for women as for men: Yes ✓ No _____

If policies differ, explain: CONTRACT-PAGE 4-SECT-19-
" " " - " 22 - READS
WOMEN EMPLOYEES, SHALL BE GIVEN AN OPPORTUNITY TO TRAIN OR OTHERWISE QUALIFY FOR MEN'S JOBS BEFORE ANY NEW WOMEN ARE HIRED FOR SUCH JOBS.

c. Does contract obviate wage discrimination against women: CONTRACT-PAGE 5-SECT-29

(1) By "No discrimination clause": Yes ✓ No _____

(2) By equal pay clause: Yes ✓ " No " 4-SECT-22

(3) By rate of job regardless of sex: Yes ✓ " No " 4-SECT-19

d. Does contract openly discriminate against women: Yes _____ No ✓

If so, explain:

e. No mention of women in contract: Yes _____ No ✓ Explain:
CONTRACT-PAGE 3-SECT-18.
STATES- HIS OR HER
" - HIM OR HER.
THAT-CLAUSE-STRENGHTENS-WOMENS-POSITION.

3. Seniority:

a. Are seniority lists maintained:

(1) by department _____ If so, by sex Yes _____ No ✓
(2) plant wide _____ If so, by sex Yes _____ No ✓
(3) occupation _____ If so, by sex Yes _____ No ✓
(4) temporary and/or regular workers _____ If so, by sex Yes _____ No ✓

If by sex, explain:

CONTRACT - DO NOT - SPECIFY SENIORITY LISTS. CONTRACT - PAGE 2 SECT. 11. PHRASES - USED - SENIORITY & SKILL SHALL GOVERN ABILITY & TRAINING TO PERFORM WORK SHALL BE CONSIDERED

I CHECKED NO - ON EACH - ONE - BECAUSE - NO MENTION OF SEX IS MADE IN CONTRACT

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes _____ No ✓
(2) lay-off Yes _____ No ✓
(3) rehiring Yes _____ No ✓

If yes, explain:

CONTRACT - PAGE 2 - SECT. 13 -

NO NEW EMPLOYEE SHALL BE HIRED UNTIL EMPLOYEES WHO HAVE BEEN LAID OFF AND WHO HAVE EQUAL SKILL OR TRAINING HAVE BEEN GIVEN THE OPPORTUNITY BY PROPER NOTIFICATION TO RETURN TO WORK.

4. Working Conditions: CONTRACT - PAGE 5 - SECT 27

a. Does contract provide rest periods: Men YES 2-5 MIN Women YES 2-5 MIN

b. Contract provision for lunch period:

(1) No provision ✓
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ✓ No _____ PROVIDES FOR PREGNANCY. CONTRACT - PAGE 5 - SECT - 17.

(1) Maximum length NOT-STATED
(2) Length of service necessary to get maximum NOT-STATED

d. Does contract provide for paid vacations: Yes ✓ No _____
If yes, state provisions.

ALL EMPLOYEES WHO HAVE BEEN IN THE EMPLOY OF THE EMPLOYER FOR ONE (1) YEAR SHALL RECEIVE NOT LESS THAN ONE (1) WEEKS VACATION WITH PAY.

CONTRACT - PAGE 4 - SECT - 24

THE CONTRACT

NOTE - ALL - WHO - SIGNED FOR THE - UNION - WERE WOMEN.

ELECTRO-VOICE-MFG-CO-SO.BEND-IND.
U.E. LOCAL 927- C.I.O.

Mrs Alice Travis Pres. stated they held an election in Dec-43 when all women officers were elected, and installed in Jan 44. She is quite young, but very enthusiastic about being elected President. She knew of no committees in the local. Just give me time, and will have committees. The local is not affiliated with The County C.I.O. as yet; it was organized in 1942, and had their first contract signed with Electro-Voice Mfg. Co. in 1943. It seems the local had a reorganization program, because when the new officers took office in Jan 44. a new set of books were procured, and they began with a clean slate. Formerly they had a man for president, and evidently he did not set good with the women (More power to them). She stated, they now have a 30 min lunch period, and are being paid for 8 hrs work. In the small plant they work one shift, and "Kids" come in after school and work until 9:00 P.M.

Martha Mc Grue and Clara Benzer worked in the small plant, they were thrilled with the new president, and felt the local will progress under her leadership. You see there is practically no man problem with only 5 men to 325 women.

Fred Gardner Int. Rep. of U.E. has his office in Ft. Wayne Ind. He attends all the local meetings so far. He negotiated the new contract which was signed first week in March-44. Mr Gardner attitude was very good toward women and equal pay. This schedule was surveyed in Feb-44, while the local was negotiating a new contract. Have made every effort to secure copy of new contract. If I go to Ft. Wayne Ind. I will contact Mr Gardner, he promised to mail one when it was signed.

(OVER)

Prior to new contract. women begin at 57½ ¢ hr. after 30 days - 60¢ per hr.

Oct 28-43 — Joint request by Co + Union for lunch period pay.

Nov 11-43 — Wage Stabiligation disapproves request.

Dec 30-43 — REG. W.L.B. approves agreed request for paid lunch periods.

SIXTH REGIONAL WAR LABOR BOARD

In the Matter of

December 30, 1943

ELECTRO-VOICE MFG. CO., INC.
(South Bend, Indiana)

Case No. 6-22,789

and

United Electrical, Radio and
Machine Workers of America,
Local No. 927

ORDER OF APPROVAL

The Sixth Regional War Labor Board, acting as the duly authorized agent of the National War Labor Board, and pursuant to the powers vested in said Board by Executive Order #9017 of January 12, 1942, the Act of Congress of October 3, 1942, and the Executive Orders and Regulations issued thereunder, hereby approves the agreement between the parties submitted in application of the Company dated October 28, 1943.

This Order shall be effective as of November 1, 1943.

FOR THE PUBLIC	FOR INDUSTRY (Dissenting)	FOR LABOR
s/ Robert K. Burns	s/ L. E. Roark	s/ Joseph J. Kehoe
s/ Dale Yoder	s/ R. H. Murray	s/ Samuel C. Evett

Confidential

NATIONAL WAR LABOR BOARD
222 West Adams Street
Chicago 6, Illinois
Region VI

REPORT OF RECOMMENDATION

Date	December 21, 1943
Case Number	6-22,789
Case Name and Location	Electro-Voice Mfg. Co., Inc. South Bend, Indiana
Price Relief Sought	No
Type of Application	Agreement
Type of Work or Product	Microphones
Number of Employees	Not stated
Number of Employees Affected	320
Name of Union	Local 927 United Electrical, Radio and Machine Workers of America
Effective Date of Application	November 1, 1943
Recommended Action	No recommendation
Type of Case	Lunch period pay

A. Proposed Wage Adjustment

To give employees 15-minute lunch period on employer's time for the duration of the war. Present practice is 15 minutes without pay.

B. Background

Application, involving 190 employees, was denied by Wage Stabilization, November 11, 1943, on the facts of proposal without supporting evidence. Additional information was then submitted by company, on the basis of which case is being reopened for the Board's consideration. Company operates two plants in South Bend, one of which manufactures Signal Corps equipment and is operating 3 shifts (Plant #2). Company states that Plant #1 will also be affected through provision in union contract for the same treatment at each plant. It appears from the Company's November 17 letter that proposal may already be in effect.

C. Analysis

Present shifts are 8¼ hours; employees work for 8 hours, are paid for 8 hours. Proposed shifts are 8 hours, employees to work 7-3/4 hours, be paid for 8 hours. Company states that proposal is 1)"to eliminate confusion and loss of production created by having incoming shift in plant while outgoing shift is still at benches, etc." during the 15-minute period when shifts overlap; and 2)"to co-ordinate quitting time to meet transportation facilities available at plant #2." Quitting times are 3 P.M., 11 P.M., and 7 A.M. on both present and proposed schedules. Starting times are moved ahead 15 minutes to coincide with quitting time of previous shift. This arrangement apparently improves the transportation for the incoming shift at 7 A.M. It also appears that second shift must leave at 11P.M. to get a bus which goes beyond the transfer point. Company states that Bendix Bantam Bearings and other employers are operating on the proposed schedule -

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8 hour shifts, employees working 7-3/4 hours but being paid for 8 hours.

The National War Labor Board has never directed payment for lunch periods, except in a case involving the San Francisco Bay area Ship repair yards. The ruling involved payment for lunch and dinner hours when employees were required to work overtime and included a specific statement that it was based on long-standing custom in the industry in the area and did not constitute a precedent. Overtime pay at time and a half for the half-hour lunch period, if an emergency required the employees to forego it, was approved in the dispute between the Atlantic Basin Iron Works and the Industrial Union of Marine and Shipbuilding Workers of America.

The Wage and Hour Division apparently does not require payment for lunch time under the Fair Labor Standards Act, but it has ruled that payment must be made for short rest periods not exceeding 20 minutes in length. State laws do not ordinarily require payment for rest or lunch periods.

E. B. McNatt
Regional Wage Stabilization Director

Elizabeth D, Stern, Analyst

Earl E. Edgar, Reviewer

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